

THE JOURNAL OF **ELECTRICAL WORKERS AND OPERATORS**

OFFICIAL PUBLICATION
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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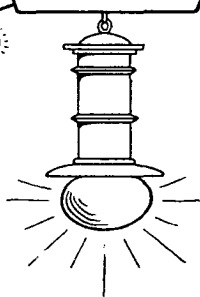
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March, 1921

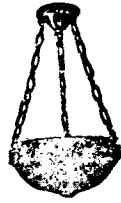
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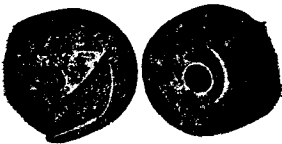
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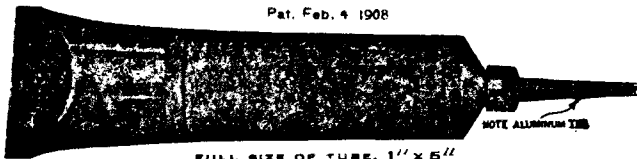


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Pat. Nov. 1900

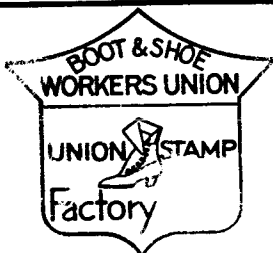


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246 Summer Street, Boston, Mass.

Collis Lovely, *General Pres.*

Charles L. Baine, *General Sec.-Treas.*

When writing mention The Journal of Electrical Workers and Operators.

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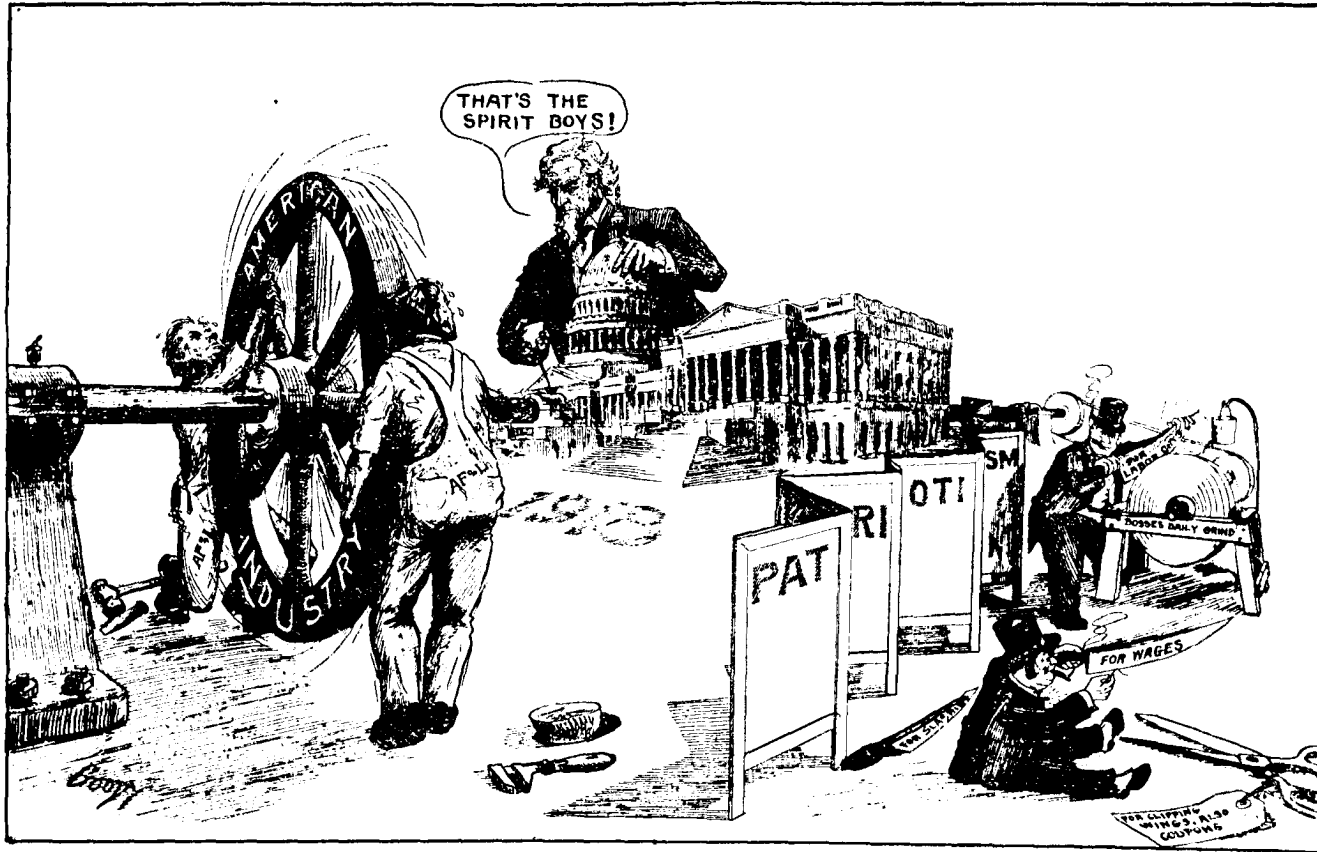
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Are Reduced Wages and Lower Living Standards to be the Reward?

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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VOL. XX No. 7

SPRINGFIELD, ILL., MARCH, 1921

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Will Agreements Be Abrogated and Wages Reduced?

Like other trades, we now have agreements, faithfully and seriously entered into with our employers, providing for a specified rate per day. These mutual memorandum of agreements, specifically state that any and all grievances shall be settled by arbitration. We have considered our word and our honor above a price, and have consistently adhered to the provisions of these agreements, and we trust our employers will feel and act in a like manner. We know of no instance where the employer has complained of a violation of the agreement on our part, that corrections have not been made. The Brotherhood has been commended for the integrity shown. During the past year, and in the war years, when prices were rapidly soaring and labor was at a premium, we took no advantage of the conditions to force wages up, but with sacrifice for a principle abided strictly by terms of agreements until their expiration. With the now changed condition, we assume and expect and reasonably so—that our employers will feel and understand, and fulfill as we did, their common responsibilities and obligations. **Will Wage Reduction Create Business?**

We contend, and an honestly conducted survey will prove, that the proposed reduction in the cost of labor, if given effect, would not stimulate or create additional business to any appreciable extent. We contend—in accord with recognized authorities, making a scientific study of the question—that the tense money situation is responsible for the present condition in the building industry; that rather than invest capital for building that would bring, say, six per cent return and be realized only once per year, the investor who formerly invested in building operations has, and is still putting his money in more lucrative, yet speculative, propositions where a high return has been realized several times in one year. This condition, has made it extremely difficult, if not nearly

impossible, to obtain money for building operations even of the smallest nature, which otherwise would have been undertaken. And most all of those controlling the money market have played well their part in creating a manufactured condition to stifle business that wages and conditions of employment could be forced back and down. Since this inhuman scheme has signally failed, and only because business could not be kept submerged, and since wild speculating is abating and prices have somewhat receded, it is agreed by most all students of the problem that the investor will soon be, if he is not now, willing to place his investment in commercial and building enterprise, where such is safe and secure.

Building Costs.

We submit below, figures showing per cent of costs of various items of the average large building project, just prepared by the Thompson-Starrett Company, one of the largest and oldest general contracting firms in the country; doing a nation-wide business. These figures, which have been verified by other reliable concerns, were compiled through this company's Detroit office.

	Percent of total cost.	Percent of material.	Percent of job labor.
General Conditions....	7	4	3
Structural Steel.....	11	9	2
Excavations and Foundations	8	4	4
Brickwork (Bricklayers) (Laborers)....	16	8	4
Floors and Fill.....	1	%	½
Fireproofing Tile.....	7	5	2
Plaster	5	2	3
Metal Roofing.....	2	1	1
Carpentry	10	7	2
Paint	2	1	1
Glass	3	2	1

Orn. Iron.....	6	5	1
Marble	4	3	1
Plumbing	5	4	1
Heating and Ventilating	4	3	1
Electric	3	2	1
Elevators	6	5	1

100 65% 34%

This table, and its authenticity cannot be successfully challenged, shows the material's cost sixty-five and two-thirds per cent, whereas labor costs thirty-four and one-third per cent. Of the electrical installation costs, 2 per cent goes to material and only 1 per cent to labor. From this, it will be seen that the cost of electrical work, excepting the floors and fill, the metal roofing, paint and glass, runs less than all other items, which include both material and labor. In instances where the installation or repairs are strictly electrical, and made after all other work has been completed, we contended that even were wages reduced as proposed, the amount it is contended would thus be saved the owner would be so insignificant it would not create additional work. And if present labor cost remains, such will not discourage that which otherwise would be done. Saving could not possibly be realized—for arbitrarily decreased wages means decreased efficiency, and decreased purchasing power. We cannot believe the prospective builder is so inconsiderate, that he would wish to attempt a small saving at the expense of those to whom it would mean so much.

When complaint is made about costs, little or nothing is said about materials; wages in most all cases being the first to suffer attack. In ordinary discussion it is customary to hold wages responsible, yet were proper and fair explanation made of the item of materials, this whole problem would be more frequently approached with an open and unbiased mind. As against local opinion, we learn from last month's issue of the "Contractors' Standard", a recognized authority on the question of materials, that instead of declining, the price of materials will increase. This can be the only answer when building opens up—it always has been so. Like in all past similar periods, the decline in materials will prove only temporary. Deceiving ourselves has proven an expensive business. Let us fearlessly face the facts and abandon reckless smoke-screened declarations. The public can no longer be fooled about this and the question of supply and demand. Why not frankly admit that those proposing a twenty per cent wage reduction know little or nothing of economics, and if we were to swallow their declarations we would become ill with economic indigestion.

Do Living Costs Justify Wage Cut?

We are convinced of the power of ad-

vertising. Those feeding on the human weaknesses of the people have, since the day the armistice was signed, aggressively and subtly carried on a campaign of villification and misrepresentation to instill in the minds of the uninformed and unsuspecting, the erroneous idea that wages are responsible for high prices. The least amount of investigation will reveal some startling facts. Government statistics just released show that on January 1st, 1921, there was a recession in living costs of only 5.6 per cent since last July; and even with this decrease, living costs are still 149 per cent higher, according to indexed wholesale prices, than on July 1st, 1914. These government figures (and they are authentic, and it is a question of whether we will believe the gentlemen devoting their attention to the control of industry, or whether we will believe the strongest government on the earth, which makes a scientific study of this question) show that it now takes \$2.49 to buy the selfsame articles that could be purchased for \$1.00 in 1914. This means that if our members, whose wage was \$4.00 per day in 1914, receive less than \$9.96 today, their living standards are going downward; and they are decidedly worse off to day than in 1914.

It is contended by those who never feel the pinch of hunger—who can remain idle for periods without ill-effect, that labor should lower its wage to stimulate production, and should suffer with all lines of business. Labor has and is still suffering; and it must be realized there is a difference between reducing the price of a piece of material, and a man's wage. Labor is human; it is life itself. It must live, and cannot lay idle or be handled like a rail of steel. We do not attempt to shirk our share of the responsibilities. We know them well and intend performing our part.

True, there has been a decrease in some single articles of clothing and food. This was due to special conditions. Stocks of goods have been sacrificed, and forced sales brought a decline in price. Many articles were sold below the actual cost of production; and below the price at which they can now be produced. But this was and is only a temporary condition. In this connection, we quote a statement, issued by the Federal Reserve Board, published December 5th last, which says:

"Stores generally are reducing stocks and making no attempt to replenish them; outstanding orders are declining and retailers are ordering only what is needed to meet day to day requirements. "The general policy of merchants not to buy stocks at the present market price means rush orders in the near future, and the consequent embargoes placed by the railroads when the factories open up. This will mean

a jump in prices in all commodities.

And from late issue of Forbes Magazine, we learn:

"The present deadlock in buying will break before long, and when it does break, the logical thing to expect is a stampede for goods, which will send prices up right and left." (Note: The public never buys in a falling market but always in a rising market.)

And from statement of the National City Bank, New York in recent issue of "Americas", we further learn:

"The declines in wholesale prices have received such wide publicity in the public press as to raise the suspicion of propaganda. At least these stories have been seized upon and widely used by employers to attempt to justify proposals for wage reductions. Wholesale prices, however, should be sharply distinguished from retail prices. The necessities which the workers' families buy at the corner store are not appreciably lower than they have been. Any housekeeper will testify to this on the witness stand. Clothing and some food stuffs are some cheaper, but light, fuel, and household equipment and miscellaneous supplies are still very high. Retail prices take from six months to a year to reflect the course of wholesale prices. If wholesale prices rise in the meanwhile, the decline will not be reflected at all in the retail market."

The recession in the price of clothing is not due in the slightest degree to wage reductions. The decline in articles of food has been due mostly to the state of bankruptcy on the part of the farmers, and has no relation to the question of wages. Let us briefly analyze the effect of reductions of certain articles of food upon the cost of living. When bread drops one cent a pound, government figures show, it means \$2.25 per year, or one-third of one per cent of the total food expenditure to the average family of five. When milk drops one cent a quart it means \$3.55 per year or 52/100 of one per cent. A drop of one cent a pound in bacon means 55 cents a year, or 8/100 of one per cent of the total cost of the food expenditure. And so it goes with the reductions in the items of food; and the percentage of the total cost of these things becomes almost too small for the human mind to grasp.

What it Actually Costs to Live.

In discussing changes in living costs, we should also make an honest endeavor to ascertain the minimum amount of what it actually costs a man with family to live under present conditions; and whether the workman has in the past received an adequate wage. After painstaking and thorough investigation, we submit the following budget, which we wish it understood is not from any one

family but formed after careful examination, of the least amount upon which a family of four can live decently, and we have even granted it may decrease slightly in the future.

We have allowed for man and wife and two children under sixteen years of age.

Food, groceries, meat, fish, vegetables, etc., per week \$15.00. We do not believe this is over-estimated; \$15.00 for food for a family of four.

Ice per week \$1.00.

Lunches and other meals outside the home for the head of the family, \$3.00 per week. We do not believe it is exorbitant to expect a man to spend 50 cents a day for lunch.

Rent per month, \$50.00. We have been very generous and allowed a five-room house, which we dare say everyone knows can rarely be gotten.

Clothing for the husband per year, \$100.00. We doubt very much that this can be successfully challenged; for the wife, \$100.00. For children per year, \$75.00. Total for clothing for the entire family per year, \$275.00.

Fuel and light, gas, electricity, etc., per month, \$25.00.

Furniture and furnishings, replacement of towels, bedding, dishes, utensils, breakage, etc., per year, \$50.00.

Health, physician, dentist, nurse, medicines, etc., per year, \$100.00.

Insurance for the entire family per year, \$216.17. We wish to mention that this is even lower than the U. S. Bureau of Labor Statistics says is absolutely necessary for a family to carry, i. e. for the head of the family to carry, and we have allowed that as insurance for the entire family.

Dues, taxes and contributions per year, \$60.50.

Education, newspapers and other reading matter per month, \$2.00.

Schooling, music lessons, lectures, etc., per month, \$2.00.

Postage and stationery per month, 50c.

Car fare to and from work, per month, \$4.00.

Cleaning supplies, laundry soap, washing material, brooms, brushes, etc., per month, \$3.00.

Other expenses, tobacco, ice cream, moving and other expenditures per month, \$5.00.

The total budget (which is just an existence) for the entire family per year is \$2,847.67.

A careful perusal of the budget shows some startling facts. The figures in most, if not all cases, are pronounced conservative, and in some instances extremely low. It makes no provisions for vacations which are enjoyed by those proposing wage reductions; and sets aside no sum for the proverbial rainy-day. Particularly are the items of life insurance (and no provision is made for insurance on house-

hold furnishings, etc., and recreations low. The latter being curtailed to meet the pressure of the more imperative demands of groceries, meats, etc., house rents and clothing prices. But no observation would be complete without specific mention of the item of life insurance, and the precarious position the electrical worker's family must find itself in as it contemplates the possibility of the husband and father being carried off and the consequent loss of income. Wages received by our members have not and will not permit carrying of proper amount of insurance. The regular rate of insurance per \$1,000. for a man 30 years of age, is \$24.38. For the electrical worker, however, we find a special rate of \$26.86, a medium rate of \$29.76, and a hazardous rate of \$34.94.

The U. S. Bureau of Labor Statistics submits \$10,000 (p. 17, Vol. X, No. 6, June 1920) as being the absolute minimum for protection and safety, since in the event of the husband's death, it would furnish the wife and children an income of not over \$600.00 per year, or \$12 a week. It will be noted that our budget provides even a smaller amount than is given by the U. S. Bureau of Labor Statistics as being the minimum amount which should be carried.

Mention should also be made of the item of rents. It is needless to say that in recent years the cities have tremendously increased in population, (note last census report) and that this growth has been attended by the usual difficulties, shortage of houses, high rents, etc.; and to add to the already heavy burdens of wage earners, our cities have been stricken with an epidemic of money madness on the part of most all of those who own or lease property, with the result that rents have increased again and again, until it has reached a point where, in most instances, it takes nearly two weeks' pay to provide one month's rent.

As previously stated, our minimum existence budget provides \$2,847.67 per year. In August, 1919, the government conducted a survey to determine the minimum amount on which a family of four could live, and arrived at the figure of \$2,632.00. The electrical workers seldom, if ever, average five days' work per week for the year. Granting, however, they are fortunate enough to work five days a week for 52 weeks, and earn \$9.00 per day, only \$2,340, this would still leave us \$507.00 short of minimum existence figures of \$2,847.67. Yet in the face of this terrible condition, it is proposed that wages be further reduced twenty per cent or more. Those whose duty it should be and is, to assist in lightening our loads and brightening our paths, seem to wish to go out of their way to make our burdens ten-fold harder to bear. It is unfortunate that they could not be in the workers' position for only one week; and be brought to under-

stand and see the human side of this question.

We contend—and the government records are the best evidence—that wages have been and are now insufficient to provide a decent living, unhampered by fear of unemployment and want in old age. We demand proof—not mere assertion or conjecture—that the workers have ever received an adequate wage. Fundamental justice demands that wages should not be reduced (and no reputed economist advocates wage reductions) rather wages, in view of the foregoing facts, should be increased. We ask no increase; we are willing, under the trying times all of us face, to continue to make sacrifices and bear our part of the burdens of the war, and those of readjustment. We contend that the public does not want wages reduced under such circumstances as we have outlined.

Open (?) Shop.

Any movement having more error than truth for its basis always comes to grief. No individual or group who arrogate to themselves something which they deny to others, can succeed. The "Open Shop" movement is gradually being dragged out into the open, and like other corrupt and diseased movements, is dying from exposure. It has been supported by the bench, bar, politicians, and most all daily papers, but—thanks to Providence—the greatest moral force in the country, the Churches, have stood with the worker on this question. The unbiased men, making a study of this question, have found and so announced, that labor is right, that principle, ethics, ideals, all are on labor's side. And on the side of advocates of the "Open Shop" are bogus patriotism, the spy, the sneak, suspicion, treachery, low wages and long hours, which mean starvation, disease, crime and moral degeneration.

Those who have experimented with the movement have and are still paying the bill. It cost the Denver Tramway Co., \$700,000.00 (which the public must pay) and forced it into receivership. Three separate committees of representatives of banking creditors, merchandise creditors, and holders of stock, are now working in an effort to save the Willys Motor Corporation, Toledo, Ohio, from receivership. Space will not permit citing hundreds of similar cases of large and small building employers. A receivership is the natural outcome of these tragic events. No one benefits from the conflict—except that perhaps the whims of the "Open Shop" advocates are gratified. In every case where the "Open Shop" has prevailed even temporarily, in the building trades, prices were pushed up, due to failures and inefficiency, and the building public, as usual, finally paid the bill. While our wages in most all cases are higher than those of the non-unionist, it is admitted by most

employers, that the difference is more than offset in the efficiency, the reliability, quality, and character of union men. This has been proven by all tests made, and which would be cited would space permit. The members are constantly being trained to reach the highest point in skill and efficiency. We have always guaranteed the work of our members to stand the most rigid tests of inspection. Any man who becomes negligent and who performs defective work, or that which fails of inspection, is required to rectify same on his own time, without expense to the employer or the customer. In a number of instances—all well known to our employers—during the rush period, where new men made mistakes and performed defective work, we paid cash to cover the whole amount. This we always do upon complaint of the employer, to which they have frequently testified. We will not knowingly uphold any rule which restricts production or which interferes with progress of industry. We wish only to render every useful service, and to enjoy mutual good will of and co-operation with our employers and the public. We earnestly submit that our people cannot be made docile with a manufactured depression; it is not recorded in history that labor ever came back meeker after a depression. And hostility is one thing of which all of us must be careful. In this connection, we take the liberty to quote Senator Frelinghuysen of New Jersey, who is regarded as being a pronounced reactionary; however, he was wise enough, on December 23rd last, to say in the Senate:

"I know of nothing more short sighted than the present tendency on the part of employers to utilize the dull period in business to make war on labor unions under the guise of the movement for the Open Shop, wherein it means a closed shop to union organization. Labor Unions have done much to bring about better hours and wages. The wage earners have the same right to organize for their good as employers and business men generally have to organize for their benefit."

We believe in organization of employers (not combative, but for service) the same as for ourselves. If there did not exist a reason for either, we would not now be here. Therefore, when neither can destroy the other, isn't it a matter of wisdom, as well as a duty, we equally owe the community, that we should cooperate wholeheartedly? Knowing we are not clothed with infallibility, and far from the acme of perfection, we admit mistakes have been made. But where is there a group or individual who can truthfully claim they have not made mistakes? That we have erred at times is but human, but where such has been true, the mistakes are greatly overshadowed by

the work we have done and will yet do in the interests of our industry and all of the people.

ALWAYS THE CHILDREN SUFFER.

Today it is in Ireland. Yesterday it was in Belgium, in France, in China. Wherever the world is in turmoil, the women and children—the weak, and defenceless—bear the brunt of the struggle. They pay in blood and lives and tears.

Through four years of warfare and bloody conflict, Ireland has come out somehow. She bears the marks of the struggle for the world to see. Towns and cities looted, burned and destroyed; homes wrecked and pillaged; fathers and sons slain and crippled—but the women and the kiddies go on suffering. Almost half a million people are in actual distress. Crops are ruined beyond computation. The money loss to the workers direct, in destruction of co-operative societies alone, is estimated at \$200,000,000.

And organized labor—the frank, generous, open-hearted men and women of America—are once more in the forefront of those eager to rally to the assistance of the helpless, and for the relief of the suffering.

In the name of these organized workers we appeal to the rank and file of American labor unions, wherever and whoever they are, to do their share. We urge local unions, district councils and city central bodies, as well as the great national and international unions, to follow the lead of a number of labor organizations in adopting this resolution:

Whereas, Thousands of men, women, and children in Ireland are without food, clothing, and shelter, and are suffering untold hardships; therefore be it

Resolved, That this meeting approve of a donation from the Union for relief, and also recommend to our membership that they voluntarily contribute One Dollar (\$1.00) each to help relieve the suffering of the Irish people.

Send all contributions to: Mr. John J. Pulleyn, Treasurer, American committee for Relief in Ireland, Immigrant Industrial Savings Bank, 51 Chambers Street, New York, N. Y. Every cent thus contributed for relief will go to actual relief of the people in Ireland. There will be no reductions or expenses for the administration of funds.

Peter J. Brady,
Chairman.

Committee on Relief for the
People in Ireland, New York
State Federation of Labor.

Decisions Railroad Board of Adjustment No. 2

Docket 1717—January 3, 1921—Pittsburgh & Shawmut Railroad and System Federation.

Question—Are the carmen at Brookville shops entitled to time and one-half for February 12, 1920 (Lincoln's Birthday)?

Employees' Position—We contend that as Lincoln's Birthday is a State holiday and recognized as a punitive overtime day at Brookville Shops; and as the carmen are included in the National Agreement along with the other mechanical crafts, they should share equal rights as to time and one-half for Lincoln's Birthday, February 12, 1920. We base our claim on Rules 6 and 181 of the National Agreement. February 12, 1919, was recognized as a punitive overtime day for all crafts in the mechanical department and a bulletin to that effect was posted five days prior to that date.

Railroad's Position—Prior to the effective date of the National Agreement we had two separate agreements with our shop employees, one of which all crafts (except carmen) recognized Lincoln's Birthday as a holiday, while the carmen's agreement only recognized the seven holidays specified in Rule 6 of the National Agreement. Since the effective date of the carmen's agreement and prior to that date Lincoln's Birthday was never recognized as a punitive overtime day, which fact can be borne out by our time records and payrolls for those car repairmen who worked on Lincoln's Birthday in February, 1918 and 1919, which records show they were paid straight time for hours worked on that day. Therefore, had we not permitted them to work February 12, 1920, according to Rules 1 and 27 the car repairmen could have claimed an eight-hour day at straight time.

We contend that the carmen at Brookville shops were not entitled to time and one-half for February 12, 1920.

Decision—Employees in question are entitled to the punitive overtime rates as provided in the National Agreement for the same State holidays as were recognized as overtime days for other mechanics, helpers and apprentices covered in the National Agreement.

Docket 1879—December 18, 1920—Chicago and Eastern Illinois R. R. and Federated Crafts.

Question—Proper classification and rate of signal maintainers.

Employees' Position—Employees in question are signal maintainers, who, prior to December 17, 1918, which is the date when Interpretation No. 2 to Sup-

plement No. 4 was issued, were classified under Section 5-a of Article 1 of Supplement No. 4. When Interpretation No. 2 to Supplement No. 4 was issued, the railroad company refused to apply the 68 cent rate to all maintainers, contending that they did not do enough of the different classes of mechanical work to allow them to receive the rate. Interpretation No. 2 does not specify how much of the different classes of work the employees must perform in order to receive the rate; therefore, we contend that the employees in question did perform the classes of work mentioned in Interpretation No. 2 to Supplement No. 4, as they performed the work of repairing, removing, installing and inspecting of motors, automatic electric crossing bells, batteries, and all electrical apparatus which were assigned to their care. They also removed, repaired and replaced pipes on pipe-connected street crossing gates; removed and repaired and inspected bolt locks on home signals of interlocking plants; repaired, installed and adjusted all switch circuit controller rods on track switches; inspected, removed, repaired, installed and adjusted derrails; also the inspection, repair and adjustment of mechanically operated train order signals.

We contend that these employees should be classified and paid as per Interpretation No. 2 to Supplement No. 4 to General Order No. 27.

Railroad's Position—Employees are signal maintainers whose work is that of maintaining low voltage automatic signals, electric bells, etc. This work occupies practically all of their time, and is, without question, covered by the classification of electrical workers, second-class, as provided in Section 5-a, Article 1 of Supplement No. 4 to General Order No. 27. Any adjustments that these men may be required to make to pipe connections on bolt locks or street gates are very infrequent, and when they do occur, but rough work is required and it is taken care of with a wrench. When changes involving the cutting and fitting of pipe or blacksmith work or machinists' work is necessary on any of the signal apparatus in the territories of the men involved, mechanics assigned to such work are sent to the point to handle it.

We contend that the very infrequent cases of rough adjustment work which the men are called upon to do cannot properly give them classification as composite mechanics under Interpretation No. 2 to Supplement No. 4, and that they have been correctly classified as second-class electrical workers under Section 5-a of Article 1 of Supplement No. 4.

Decision—The signal maintainers in question will be paid 68 cents per hour as provided for in Interpretation No. 2 to "Supplement No. 4 to General Order No. 27."

Docket 1927—January 6, 1921—Cleveland, Cincinnati, Chicago & St. Louis R. R. and Employees.

Question—Classification and rate of pay for F. C. Wilson.

Employees' Position—Mr. F. C. Wilson, prior to March 1, 1919 was carried on the payroll as a machinists' helper, but since that time has been assigned to assist electrician on account of him having some electrical experience prior to taking the position of machinist helper, and paid the helpers' rate of pay. Since March 1, 1919, Mr. Wilson has been performing work which is specified in Article 1, Section 5 of Supplement No. 4 to General Order No. 27 and Rule 140 of the National Agreement, such as applying new equipments to engines, which requires the cutting and bending of conduit and applying necessary wiring for operation of the electric headlight, maintaining and repairing the electric headlight equipments on engines coming in and out of roundhouse each day, maintaining and repairing lights, motors, and other electrical apparatus in the shops and roundhouse at Urbana, Ill.

We contend that Mr. Wilson should be paid the rate of first-class electrical worker, retroactive to March 1, 1919, on account of performing mechanic's work; and in the future should perform only such work as is required of an electrician helper.

Railroad's Position—Employee in question has been transferred to the occupation of an electrician helper. We have paid him as an electrician for various dates, also back pay in the amount of \$68.35 which covers the time he performed electrician's work. He maintains that he has been properly paid for the time that he was used as an electrician at various times between October, 1919, and April, 1920.

Decision—Mr. F. C. Wilson will be paid the first-class electrician's rate of pay continuously from March 1, 1919, until relieved of this class of work. Thereafter he will be classified as a helper.

Docket 2207—January 3, 1921—Texas and Pacific Railroad and Federated Committee.

Question—Shall electrician C. F. Hathaway be required to work eight hours on a nine-hour spread?

Facts—Mr. Hathaway's duties require that he repair and maintain the electric headlight equipment on the running repair engines, and to repair and apply this equipment on the engines passing through the shops receiving repairs requiring over 24 hours; he also installs and repairs all

wiring, motors and electrical equipment for shop and machine drive.

Employees' Position—The repairing and maintaining of the electric headlight equipment on running repairs requires a majority of the employee's time. He should be allowed to work the same hours as running repair forces.

Railroad's Position—The average number of engines dispatched at Big Spring each 24 hours is fourteen, an average of 42.3 engines per shift. The electrician in question has a regularly assigned machinist's apprentice to assist him in performing the electrical work. The majority of the electrical work being made up of electrical repairs applied to engines held in shop for periods in excess of 24 hours, to make the repairs required to put them in condition to return to service, together with the electrical inspection, and maintenance of shop motors wiring and electrical equipment used for the operation of machine tools and shop facilities.

Decision—Men performing running repair work will work the same hours and under the same conditions as other running repairmen.

Docket 2215—January 5, 1921—Michigan Central Railroad and Carmen.

Question—Are three car repairers at Grayling to be allowed five days' pay on account of not receiving five days' notice before being laid off in reduction of forces?

Facts—On February 10, 1920, the car ferries operated between St. Ignace and Mackinaw City were tied up on account of labor trouble. These car ferries in transporting cars to and from the Michigan Central at Mackinaw City furnished part of the work performed by the car repairers at Grayling. On February 25, 1920, the car foreman at Grayling advised the car repairers that it was necessary to reduce the force and that this reduction would be made by transferring men to Bay City. The men declined to transfer and were laid off without further notice.

Employees' Position—We contend that these men should be allowed five days, inasmuch as they were not given the five days' notice as required by Rule 27 of the National Agreement, and sufficient time elapsed between the 10th and 25th to have given this notice without loss to the company.

Railroad's Position—On February 10, 1920, labor trouble developed on the car ferries operated by the D. S. S. & A. R. R. between St. Ignace and Mackinaw City. These car ferries interchanged loaded and empty freight cars between the D. S. S. & A. and Michigan Central Railroads at Mackinaw City, and on account of the boats stopping running (through labor trouble) the amount of car repair

work fell off at Mackinaw City, Grayling and Bay City, due to the fact; that the freight traffic was diverted from Mackinaw City to other gateways.

Although the car repair work had dropped off through the cause stated above, the car repair force was kept on duty from day to day in the expectation that an amicable settlement would be made with the car ferry employees, and the boats would resume running at any time. On February 24th it was decided that a reduction in the repair forces at Mackinaw City and Grayling must be made in the interest of economy. Chairman Tanney of the car repair employees was in Detroit on February 24th, when this decision was reached, and he was advised of the proposed reduction in forces at the points mentioned. He suggested that instead of reducing the forces at these points that a reduction in the hours of work at Bay City be made from nine to eight, and to temporarily transfer the car repairers affected at Mackinaw City and Grayling to the main repair shop at Bay City. This agreement was satisfactory to the railroad and the men at Grayling were instructed by the foreman in charge to transfer temporarily to Bay City, but they declined to do so, preferring to remain idle at Grayling.

In view of the fact that the transfer was arranged according to Mr. Tanney's recommendation and the men declined to go to Bay City temporarily, they were laid off at Grayling and we do not consider that they have any claim for the time lost.

Decision—Yes.

Docket 2217—January 5, 1921—Chicago, Milwaukee & St. Paul Railroad and Electrical Workers.

Question—Application of Rule 15 of the National Agreement—trolley maintenance crews.

Employees' Position—The agreement between the C. M. & St. P. Railroad and Local 152 of the International Brotherhood of Electrical Workers, which was in effect on January 1, 1918, provides that the trolley maintenance crews shall be located at convenient points to be selected by the railroad, and shall be subject to call at all times, and their members must not absent themselves without making arrangements to do so. Under date of September 26, 1919, the railroad issued notice, reading:—"beginning at once all crews will be released from Saturday night 5:00 p. m. to Monday morning 8:00 a. m., unless otherwise notified on Saturday preceding the following Sunday."

It is our contention that from January 1, 1918 up to and including the time that this official release was received, the men in question were in continuous service and should be compensated at the rates provided for, for each and every

hour that elapsed from January 1, 1918 to September 26, 1919; and from then to the present time and henceforth until such a time as absolute release is given each day until the hour for the regular shift to begin work the following day,—this to mean that these men are absolutely free from company obligations and not subject to call.

We also contend that these men are covered by Supplement No. 4 to General Order No. 27.

Railroad's Position—The employees in question are electricians, whose duties are to repair and maintain overhead wires in the electrified zone, which covers a total mileage of 647.8 miles. Their headquarters are the cars which are moved in trains as the work requires. When not engaged in actual repairs, they are usually employed in preparing material for use, the work being done in the supply cars attached to their trains and located at telegraph offices in order to be in direct communication with train dispatchers, so that they may be promptly moved whenever trouble occurs.

Prior to the effective date of General Order No. 27, these crews were on a monthly basis of 26 days, for which foremen received \$147.50; linemen \$137.50, and helpers \$82.00. With the application of General Order No. 27, these rates were increased, and men placed on a basic day of eight hours, 26 days per month, overtime at time and one-half for Sundays, holidays and services rendered between 5:00 p. m. and 8:00 a. m. on any day. Under Supplement No. 4 to General Order No. 27 their rates of pay were increased and they were placed on a daily basis, but no changes made in working conditions.

We contend that these men properly come under Rule 15 of the National Agreement.

Decision—The trolley repair crews in question will be on the hourly basis under the provisions of Rule 14 of the National Agreement. The allowances made under the provisions of "Supplement No. 4 to General Order No. 27" were proper.

Docket 2244—January 6, 1921—Delaware and Hudson Railroad and System Federation.

Question—Application of Rule 25—paying men on company's time.

Employees' Position—On the Delaware and Hudson Railroad at all points the night men have to come down on their own time to receive their pay.

Rule 25 of the National Agreement provides that all men shall be paid on company's time. Therefore, we claim that the railroad is violating Rule 25, and that the men who had to come and receive their pay on their own time should be paid for the time consumed from October 20, 1919 up to the time Rule 25 is put into effect on this railroad.

Railroad's Position—At the time Rule 25 was under discussion it was pointed out that, unlike most railroads, this company was under obligation to pay wages in cash. In doing so two pay cars are in service. Arrangements were made to pay the larger number of employees at the three large terminals on this property during the working hours of employees, and this arrangement was satisfactory to the majority of the Federated Crafts. It is the feeling of the management of this railroad that in framing a rule of this character it would make necessary the expense of maintaining one, if not two, additional pay cars, to literally carry out the intent of the rule.

Decision—Effective October 20, 1919, employees in question will be paid as provided for in Rule 25 of the National Agreement.

TEN WAYS TO KILL ANY ORGANIZATION.

1. Don't come to the meetings.
2. But if you do—come late.
3. If the weather doesn't suit you, don't think of coming.
4. If you do attend a meeting, find fault with the work of the officers and the members.
5. Never accept an office, it is easier to criticize than to do things.
6. Nevertheless, GET SORE, if you are not appointed on a committee but if you are, do not attend the meetings.
7. If asked by the chairman to give your opinion on some important matter, tell him you have nothing to say. AFTER the meeting, tell everyone how things should be done.
8. Do nothing more than is absolutely necessary. When other members roll up their sleeves, and willingly and unselfishly use their ability to help matters along, howl that the organization is run by a clique.
9. Hold back your dues as long as possible, or don't pay them at all.
10. Don't bother about getting new members. "Let George do it."

SO CHEER UP DEAR OLD IRELAND.

(Composed by J. J. Carney, 345 3rd Ave., New York City.)

Good-bye, God bless you, Erin, I'm forced to go away,
To demand your entire freedom, that's why I cannot stay.
I'm sailing for America where folks live gay and grand,
I'll wave the Republic emblem, wherever I may be.

Chorus.

Let's fight for Irish freedom, her glorious old flag too,
The green and white and orange will help the Red, White and Blue.
When Ireland gets her freedom, stands with nations large and small,

Old Ireland as a nation will be one of the best of all.

So cheer up, dear old Ireland, for victory soon will come,
We will visit fields of shamrocks, where Irish love to roam:
With freedom we will be happy, but I hope it may come soon.
I'll go back to dear old Erin and claim that place my home.

"THE UMP'S."

Isn't it funny
No matter how much money
Our job's bring us each day
We kick and howl
We moan and growl
"I'm plumb dissatisfied" we all say
Now show me the man
Do so if you can
Who more justly earns his pay
Than the man in blue
Who calls three and two
The decisions he makes
Must be even breaks
On each and every play,
In the most popular game of today.
We pay our gilt
To see the tilt
And 'tis part of the fray.
So express our views
And heap abuse
Upon the master of the day
'Tis a punk old life
So full of strife
For he whose decisions
Must be prompt and true
Does he earn his pay?
Well I should say
The poor mortal
Who wears the blue. —Jack Hunter.

THE SLUGGARD'S VISITOR.

He came to my door with a sharp, quick rap,
When the day was young and fair;
I was snuggled in bed in a good sound nap,
So I yawned and said: "Who's there?"
"Get up! Get up!" piped a clear, strong voice.
"Come, travel along with me;
I'll show you the joy that's in rejoice—
I'm OPPORTUNITY."
"Come in!" I yelled, "to my humble room,
I'll soon be ready to rise—
I know you can scatter the doubt and gloom
And brighten the dullest skies."
I waited long, but he entered not.
He had packed his grip and fled,
With the bold remark, "That chap can rot,
Till I pull him out of bed."
From far away came another knock,
Much fainter than 'twas before;
And I knew he had gone to another block
To knock at a neighbor's door.
—Carveth.

REFERENDUM RETURNS ON JURISDICTIONAL AWARDS BETWEEN ELEVATOR CONSTRUCTORS AND I. B. E. W.

L. U.	Yes.	No.	L. U.	Yes.	No.
1	500	....	108	15	....
3	3,050	....	109	19	....
4	121	....	110	15	95
5	....	400	112	55	....
6	525	....	113	7	31
7	74	5	116	52	1
8	148	....	117	19	2
10	17	1	122	33	1
12	21	....	124	310	....
13	6	4	125	528	....
16	11	....	127	35	....
20	265	....	129	32	....
23	12	12	130	236	....
26	62	2	132	12	....
28	904	....	133	17	....
31	21	....	135	14	....
33	17	....	136	2	17
34	34	22	141	55	....
35	180	....	143	11	12
36	273	....	147	1,381	....
38	847	10	148	21	....
39	209	....	152	28	1
41	400	....	153	13	9
42	38	....	154	24	....
44	95	....	159	....	35
45	20	....	162	13	3
46	2	45	163	80	....
47	17	....	164	300	....
48	43	8	165	28	....
52	257	....	171	5	....
54	24	1	172	25	....
55	48	....	175	45	1
56	22	....	177	24	2
57	25	2	179	17	....
58	747	....	180	49	17
59	90	....	182	228	21
60	20	....	184	17	....
62	50	....	185	9	....
64	94	....	186	15	....
65	34	5	188	18	....
66	57	1	191	18	....
68	161	....	192	50	....
71	28	....	194	....	23
72	12	....	195	135	....
73	13	....	201	6	1
78	28	....	202	434	....
79	60	....	204	15	....
80	15	....	205	48	....
82	150	....	207	14	....
83	440	....	211	101	....
84	200	....	212	386	....
86	61	38	213	41	....
90	73	....	217	60	....
94	11	....	218	25	1
95	12	2	220	72	....
96	130	1	221	11	....
98	990	....	222	7	....
100	49	....	223	10	....
101	26	....	224	36	5
102	64	....	225	80	....
103	....	912	226	24	....
104	426	....	230	30	....
105	27	....	231	29	....
106	75	....	233	28	....
107	41	1	235	25	....

WORKERS AND OPERATORS

461

L. U.	Yes.	No.	L. U.	Yes.	No.
237	11	5	408	1	18
239	.....	8	409	60	....
243	17	3	416	9	....
245	85	....	418	12	....
246	19	....	423	8	....
250	22	4	424	21	....
252	35	....	426	18	1
258	19	....	427	19	....
262	20	....	428	20	3
265	11	4	432	8	....
267	296	1	436	.....	25
268	30	....	438	18	2
271	18	....	439	130	....
273	15	....	440	6	....
274	41	1	444	3	10
275	19	6	447	16	..
276	35	....	449	11	....
281	12	....	452	280	11
283	235	....	455	19	....
285	15	....	461	20	....
291	8	1	462	20	3
294	15	....	463	12	....
296	15	1	465	19	....
301	10	....	466	93	....
302	1	20	470	35	....
303	10	....	477	8	1
304	7	....	479	14	....
305	25	4	482	11	....
306	5	20	485	29	....
308	.....	15	488	62	....
309	271	....	494	303	....
312	29	....	500	6	12
313	36	....	504	47	....
316	12	2	505	9	5
321	37	....	508	87	....
323	12	2	514	85	....
325	56	....	515	94	....
326	22	....	517	15	....
327	9	1	532	17	....
330	8	1	535	15	7
332	.....	45	537	17	1
333	22	....	538	15	....
337	82	....	552	8	....
338	4	18	557	10	....
343	17	5	558	22	1
345	21	....	559	10	2
347	98	....	563	10	....
348	24	5	564	11	....
349	26	2	566	24	11
353	706	....	567	70	....
354	49	....	568	20	....
357	10	1	569	60	....
364	22	....	574	.....	19
369	38	....	575	4	32
373	19	....	577	32	....
374	12	4	579	.....	14
376	9	....	580	7	....
377	25	4	584	24	7
378	30	1	585	8	....
381	98	....	589	69	....
382	22	....	590	13	....
383	8	....	591	10	5
384	.....	13	592	32	....
386	100	....	594	15	....
394	16	1	595	2	42
396	249	....	601	20	....
397	24	28	606	12	....
401	7	....	610	9	1
405	25	1	617	11	....

L. U.	Yes.	No.	L. U.	Yes.	No.
627	13	....	852	12	....
628	....	60	854	200	....
635	26	....	855	15	1
641	16	....	860	102	3
642	12	....	864	15	....
644	256	....	865	34	....
647	10	....	868	180	....
648	26	....	870	22	....
649	23	....	874	13	....
652	14	1	882	12	1
654	51	1	884	8	....
659	67	....	885	11	6
664	329	....	888	35	....
666	21	1	891	8	1
667	32	....	892	11	1
670	9	1	899	44	....
675	51	....	902	....	570
677	....	16	904	....	12
679	9	....	905	12	....
680	17	....	910	11	1
681	15	....	912	51	1
684	23	....	917	16	....
695	32	....	924	9	....
696	51	....	927	15	....
698	9	....	937	17	1
702	18	1	945	13	....
704	27	....	947	8	....
709	6	3	953	21	....
713	....	1304	975	14	....
716	76	2	977	....	9
717	....	90	984	8	....
719	68	....	986	9	....
720	200	....	994	30	....
724	22	....	995	36	....
725	14	....	998	9	....
731	11	....	1010	33	....
732	29	....	1012	9	....
734	12	54	1014	25	....
735	27	....	1021	7	....
738	8	....	1029	20	....
741	16	....	1030	33	....
743	35	....	1031	34	....
744	32	6	1033	50	....
746	11	....	1036	14	....
754	75	....	1042	8	....
762	15	2	1050	8	....
763	23	....	1053	10	....
764	18	....	1055	9	6
773	14	10	1058	17	....
774	23	....	1059	2	9
779	32	1	1062	....	7
784	17	4	1066	8	....
791	200	....	1073	19	....
793	58	....	1074	15	....
794	19	1	1075	5	....
795	429	58	1085	36	....
798	19	....	1086	11	4
800	30	....	1087	8	1
808	50	....	1090	10	....
810	20	....	1091	10	....
811	....	28	1095	8	....
818	4	6	1098	6	1
823	32	....	1099	....	16
824	10	....	1101	8	1
828	16	....	1105	17	....
829	10	....	1120	11	....
839	16	....	1121	13	....
840	11	1	1125	10	....
841	8	1	1128	14	....
849	....	50	1129	6	....
			1130	22	....
			TOTAL	27,865	4,578

IN MEMORIAM

BROTHER PATRICK WILSON OF L. U. NO. 79.

Whereas, We, the members of Local No. 79, I. B. E. W. have been called upon to pay our last tribute of respect and esteem to our Brother Patrick Wilson, who died very suddenly Jan. 11, 1921, and

Whereas, His sudden removal from our midst leaves a vacancy and a shadow that will be deeply realized by all, for his family has lost a devoted and loving companion, our Local Union a faithful brother and his fellow workers a true friend, and be it

Resolved, That with our deepest sympathy for the relatives and friends of our brother, we express our hope that even so great a loss may be overruled by the good that he has done; and be it further

Resolved, That our charter be draped in mourning for thirty days, that a copy of these resolutions be sent to the bereaved family a copy forwarded to the Official Journal for publication, and a page of our minute book be devoted to his memory.

BROTHER DOLLIE ANDERSON OF L. U. NO. 84.

Whereas, It has pleased Almighty God in His Infinite Wisdom to remove from our midst our esteemed friend and brother, Dollie Anderson, and

Whereas, Local Union No. 84 has lost by death a true and loyal member whose devotion and unselfishness will ever remain fresh in our memory, therefore be it

Resolved, That we, the members of Local Union No. 84 express our heartfelt and sincerest sympathies to his mother and relatives in this, their hour of bereavement; and be it further

Resolved, That our Charter be draped in mourning for a period of thirty days as a token of respect to his memory, and a copy of these resolutions be sent his mother, a copy sent to our Official Journal for publication, and one be spread on a separate page on our minutes.

BROTHER G. BALLINGER OF L. U. NO. 86.

Whereas, The Creator in His wisdom has called from our midst Brother G. Ballinger, who passed from this earth, Jan. 27, 1921.

Whereas, We mourn the loss of one who was a loyal member and an efficient officer of our organization; therefore be it

Resolved, That we, the members of Local No. 86 extend our sincere sympathy and respect to his wife and family in their hour of sorrow, and be it further

Resolved, That our Charter be draped for a period of thirty days, and that a copy of these resolutions be placed in the minutes of our meeting, a copy be sent to his family also to our Official Journal.

BROTHER GEORGE M. WALLACE OF L. U. NO. 90.

Whereas, We, the members of L. U. No. 90 of New Haven, Conn., have been called upon to pay our last tribute of respect to our beloved Brother George M. Wallace, who has been called from our midst.

Resolved, That the members of Local Union No. 90 I. B. E. W. express to the members of our late brother's family our sincere sympathy in their hour of bereavement; and be it further

Resolved, That our charter be draped for a period of thirty days and that a copy of these resolutions be sent to the bereaved family and also published in our Official Journal.

BROTHER PATRICK J. O'TOOLE OF L. U. NO. 103.

Whereas, The Almighty God in His infinite wisdom has chosen to take unto himself our esteemed Brother Patrick J. O'Toole, a loyal member of L. U. 103, I. B. E. W., Boston, Mass., and

Whereas, He has always been true to his friends, therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of this Local, a copy sent to the Official Journal for publication, and that our charter be draped for a period of thirty days.

BROTHER WALTER J. SCHUMACHER OF L. U. NO. 103.

Whereas, It has pleased our Heavenly Father to call from our midst our esteemed Brother Walter J. Schumacher; be it

Resolved, That the members of Local Union 103, I. B. E. W., Boston, Mass., express to our late brothers family our deepest sympathy in their hour of bereavement; and be it further

Resolved, That our charter be draped for thirty days that a copy of these resolutions be sent to the Official Journal for publication, and that these resolutions be entered upon the minutes of this Local.

BROTHER JOHN H. HUNSTON OF L. U. NO. 112.

Whereas our Sovereign Maker in His divine wisdom has called unto Him our worthy and esteemed Brother John H. Hunston, a loyal member of L. U. No. 112, and

Whereas, L. U. No. 112 has lost a true friend and Brother, therefore be it

Resolved, That we, as a Union in Brotherly Love pay tribute to his memory by expressing our sorrow of our loss and extend to his family our deepest sympathy in their hour of bereavement; and be it further

Resolved, That we drape our Charter for thirty days in due respect to his memory, and that a copy of these resolutions be sent to the bereaved family, a copy to our International Official Journal, for publication, and a copy spread on the minutes of our Local Union.

BROTHER FRANK DOLAN OF L. U. NO. 141.

Whereas, God in His wisdom has seen fit to call from among us our esteemed and beloved brother, Frank E. Dolan.

Whereas, The members of Local Union No. 141 I. B. E. W. have lost by death a loyal member, a true friend and brother; therefore be it

Resolved, That we, as a union in brotherly love pay tribute to his memory, and extend to his relatives our deepest sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes, a copy sent to the bereaved family, and a copy sent to our Official Journal for publication.

BROTHER HARRY C. SMITH OF L. U. NO. 169.

Whereas, On January 15th, our Fraternal Brother Harry E. Smith was removed from our midst by the Eternal Father; be it

Resolved, That we, the members of Local Union No. 169, extend our sincere sympathy to his family and friends in their bereavement; and be it further

Resolved, That the charter of the Local Union be draped for a period of thirty days, and a copy of these resolutions be sent to his family, a copy to the Official Journal and a copy spread upon the minutes of the Local Union.

BROTHER ANDREW KLUMB OF L. U. NO. 195.

Whereas, We, the members of Local 195 I. B. E. W. have been called upon to pay our last tribute of respect and esteem to Brother Andrew Klumb; and

Whereas, We have lost in Brother Klumb a true and loyal member.

Resolved, That Local 195 express their most sincere sympathy to his family; and be it further

Resolved, That a copy of these resolutions be sent to his family, and a copy to our Official Journal; that our charter be draped in mourning for a period of thirty days and a page of our minute book dedicated to his memory.

BROTHER JOHN SCHAUS OF L. U. NO. 195.

Whereas, The members of L. U. No. 195 to Milwaukee, Wis., are again called upon to pay their tribute of respect and esteem to a departed Brother. This time it is Brother Jno. Schaus, who died after long and severe sickness January 24th.

Whereas, He was true, loyal and faithful to his fellow workmen and this organization; be it further

Resolved, That the members of L. U. 195 extend their deepest and heartfelt sympathy to his family and relatives in their hour of sorrow.

BROTHER ED LONG OF L. U. NO. 218.

Not gone from memory nor from love
But to our Father's home above
Free from all sorrow, grief and pain,
Our loss is his eternal gain.

Whereas, Brother Ed Long harkening to the Divine command has gone to that undiscovered land from whose bourne no traveler has ever returned, stricken down on Jan. 9th, 1921, while in the flower of useful, vigorous and glorious manhood his many noble qualities, buoyant spirits, light heart and deep affections will ever remain fresh in the memories of those who knew him best, and

Whereas, We recognize that in his untimely taking away L. U. No. 218 has lost a true, loyal, highly esteemed and worthy member, the country a good and loyal citizen, and the home a faithful and devoted husband and father. Therefore be it

Resolved, That we bow our heads in prayer to the Almighty God, that his soul may rest in eternal peace, and be it further

Resolved, That the members of L. U. No. 218 extend their deepest sympathy to his family and friends in this, their hour of grief and sorrow; and be it further

Resolved, That our charter be draped in mourning for a period of sixty days as a token of respect to his memory, and that a copy of these resolutions be spread upon our minutes, a copy sent to his bereaved parents and family and a copy sent to our Official Journal for publication.

BROTHER C. B. DOUGLAS, JR., LOCAL UNION NO. 382.

Whereas, It has pleased our Almighty God to call from our midst our esteemed brother, C. B. Douglas, Jr., one who lived as he died by answering the call of duty and his God.

Whereas, Though we question not His infinite wisdom in this seemingly untimely call, our grief mingles with that of his family for life is but a narrow veil between the cold and barren peaks of two eternities. We strive in vain to look beyond the heights. We cry aloud, and the only answer is the echo of our wailing cry; from the voiceless lips of the unreplying dead comes no word, but in the Night of Death Hope sees a star and listening love can hear the rustle of a wing; therefore be it

Resolved, That we, as a union, in brotherly love pay tribute to his memory by expressing our sorrow at our loss, and extend to his family our deepest sympathy in their hour of bereavement; and, be it further

Resolved, That we drape our charter for a period of thirty days in due respect to his memory, and that a copy of these resolutions be sent to the bereaved family, a copy to our official Journal for publication, and a copy to be spread upon the minutes of Local Union No. 382.

BROTHER HARRY NYE OF L. U. NO. 504, MEADVILLE.

Whereas, Brother Harry Nye heeding the Divine command, has gone to the undiscovered land from whence no man has ever returned. Killed at his work on January 19, 1921, while in the flower of useful, vigorous and glorious manhood, and

Whereas, He has always been true to his friends and Local Union No. 504.

Resolved, That our charter be draped for thirty days, that a copy of these resolutions be sent to the family a copy to the Official Journal and a copy spread upon the minutes of our Local Union.

BROTHER ROBERT FREELAND OF L. U. NO. 697.

Whereas, We, the members of Local No. 697 I. B. E. W. of Lake County, Ind., have been called upon to pay our last tribute of respect and esteem to Brother Robert Freeland, who died suddenly, and has gone to the great unknown from which no traveller has yet returned.

Resolved, That the members of L. U. 697 extend their deepest and heartfelt sympathy to his family and relatives in their hour of grief and sorrow, and be it further

Resolved, That our charter be draped for a period of thirty days in due respect for his memory, and that a copy of resolutions be sent to his sorrowing family; one to the Official Journal for publication, and that a copy be spread on the minutes of our meeting.

BROTHER JOHN KLUSAK OF L. U. NO. 713.

Whereas, We, the members of Local 713, I. B. E. W. of Chicago, Ill., having lost a true Brother and an old member we feel called upon to express our sincere sorrow and regret at the taking of Brother John Klusak, from our midst; therefore be it

Resolved, That our charter be draped for thirty days, and a copy of these resolutions be sent to the bereaved family, and a copy to our Official Journal for publication, and a copy to be spread upon the minutes of our Local.

BROTHER JOSEPH POST OF L. U. NO. 756.

Whereas, It has been the will of Almighty God to call suddenly from our midst on January 24, 1921, our beloved brother, Joseph Post, Local Union No. 756, I. B. E. W., Fairmont, W. Va.

Whereas, We recognized in his departure that Local Union No. 756, has lost a true and loyal member; therefore be it

Resolved, That L. U. No. 756, extend to the bereaved family, our heartfelt sympathy in their hour of sorrow; therefore be it

Resolved, That our charter be draped for thirty days and a copy of these resolutions be sent to Mrs. Post. One copy be sent to the Electrical Journal and a page of our minute book be devoted to his memory.

BROTHER CHARLES MOSHER OF L. U. NO. 808.

Whereas, God in His infinite wisdom has chosen to take from our midst on February 6, 1921, our esteemed and beloved Brother, Charles Mosher.

Whereas, We have lost a true and loyal member.

Resolved, That Local No. 808 express their most sincere sympathy to his family; and be it further

Resolved, That a copy of these resolutions be sent to his family, and a copy to our Official Journal; that our charter be draped for a period of thirty days, and that a page of our minute book be dedicated to his memory.

BROTHER A. R. ODELL OF LOCAL UNION NO. 829.

Whereas, Brother A. R. Odell, in answer to the Divine summons has gone to his eternal rest; and

Whereas, By the death we feel we have lost a worthy member, esteemed brother and a true friend and our grief mingles with that of his family; be it

Resolved, That the officers and members of Local Union No. 829, I. B. E. W., extend to his bereaved family our heartfelt sympathy in their hours of sorrow; and be it further

Resolved, That we drape our charter for a period of thirty days, in respect to his memory, and that a copy of these resolutions be sent to the bereaved family, a copy to the Official Journal and a copy spread on the minutes of Local Union No. 829.

BROTHER LEWIS E. DAVIS OF L. U. NO. 899.

Taken away in the prime of life.
Gone from this weary world of strife,
Called to a land of peace and rest,
By Our Almighty God, Who knows best,

Therefore, We, the members of Local No. 899 of the I. B. of E. W., miss the presence of our Brother Lewis E. Davis, killed January 23rd, 1921, while in the flower of usefulness, do extend to his father and relatives our sincere and heartfelt sympathy in this, their hour of affliction.

Resolved, That our Charter be draped for thirty days in due respect for his memory.

Resolved, That a copy of these resolutions be sent to the family, one to the I. O. for publication and one be spread on the minutes of this Local Union.

BROTHER LEON GATES OF L. U. NO. 910.

Whereas, It has pleased the Almighty to remove from our midst, by death, our esteemed friend and brother, Leon Gates, who has occupied a prominent place in our Local Union, maintaining under all circumstances a character untarnished, and a reputation above reproach. Therefore

Resolved, That in the passing away of Brother Gates we have sustained the loss of a Brother whose fellowship it was an honor and a pleasure to enjoy; that we bear willing testimony to his many virtues, to his unquestioned probity and stainless life; That we extend to his bereaved sisters and brothers and mourning friends, over whom sorrow has hung her sable mantle, our heartfelt condolence and pray that infinite goodness may bring speedy relief to their burdened hearts and inspire them with the consolation that hope in futurity and faith in God give even in the shadow of the tomb.

Resolved, That a copy of these resolutions, properly engrossed be presented to the sister and brothers of our deceased brother, also a copy to be placed upon our records, and our charter be draped for thirty days.

Official Journal of the
INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS
Published Monthly

CHAS. P. FORD, Editor
Machinist Bldg., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

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International Secretary - Chas. P. Ford
506 Machinist Bldg., Washington, D. C.
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1108 Tremont Bldg., Boston, Mass.



IMPORTANT NOTICE.

Despite the fact that we have advertised Burton Wilder as a perpetrator of frauds within the Brotherhood, carrying false traveling cards, no doubt made out by himself, we lately received word that he has victimized members of other crafts for loans on the strength of a card supposedly issued by Local No. 122 of Great Falls, and on another card supposedly issued by Local No. 125 of Portland, Oregon. He has succeeded in borrowing \$20.00 from the Machinists and \$40.00 from the Carmen at Chaffee, Mo. He has victimized Bricklayers' Local Union No. 22 of Nobelsville, Ind., and the Plumbers' Local No. 795 of Frankfort, Ind., for loans. We are again asking all members to furnish this office with information as to the whereabouts or activities of Mr. Wilder when he next shows up and we

warn all trade unionists not to advance him money or assistance on any card showing he is a member of the Brotherhood as his last record of payment was for June, 1920, in Local Union 955 of Ft. Smith, Ark.

He is no longer a member of the Brotherhood and is entitled to no consideration whatever.

Chas. P. Ford,
International Sec'y.

Any one knowing the whereabouts of "Blackie" Isles will confer a favor on his wife, who is in poor health, by communicating with the undersigned.

Marion C. Mohen,
Secretary L. U. No. 18.

If this comes to the attention of Fred E. Buis, formerly of St. Joseph, Mo., or anyone knowing his whereabouts, they will confer a favor by communicating with Mrs. D. O. Fruit, his mother, at 1251 N. Clark St., Chicago, Ill., Apt. 6.

This is to advise all members that Clark Haylett, card No. 566515 has been assessed \$25.00 for violation of Article 23, Section 7 of the constitution.

(Sgd) Walter Jellison,
Financial Sec'y.

L. U. No. 564, Richmond, Ind.

All local unions receiving dues from members in St. Petersburg or vicinity are requested to provide Local No. 308 with their names and addresses.

M. C. Driggers,
Chairman Exec. Com.
No. 308, St. Petersburg, Fla.

Fine placed against Thos. Filmer, Card No. 351509, on February 12th, 1920, has been removed.

A. H. Feeley, R. S.
L. U. No. 378, San Francisco, Calif.

If this comes to the attention of Gustave Johnson or anyone knowing his whereabouts, it would be appreciated if Mr. Johnson or others would communicate with Mrs. Katherine Martin, 1304 Washington St., Kansas City, Mo.

On Feb. 10th, some one broke open a piano box that was furnished for keeping tools in, by Siemers and Marshall, at Sixth and Olive Sts., St. Louis, Mo., and stole the tool box of W. A. Shearwood.

The description of box as follows: The box was made of 3-ply veneered birch, dove-tailed and glued together, with copper trimmings the full length on both top edges, across the ends and up all four corners, with a copper strip $\frac{3}{4}$ inch wide through the center of the top to cover the crevice where the lid and the box came together, there was a safety catch on each end, and two on top, with a safety lock, also a loop on each end for the shoulder straps to pass through. The size of the box was 23x11x8 in. It contained 45 different tools, part of the tools had my name on them, while some of the tools had only my initials.

My name and address is scratched on the copper strip on the top of the box.

I am taking this means with the hope of locating my tool box, if the editor will be kind enough to print this notice in the next issue of the Worker.

Yours fraternally,

W. A. Shearwood,
33 Iola Drive, Webster Groves, Mo.

NOTICES.

Owing to lockout in our jurisdiction, we are forced to put in effect Article 23, Section 8 of the International Constitution and we earnestly request all members to keep away.

(Signed) Albert S. Walkley,
Business Agent.
V. Schoonmaker,
Sec'y.

Local No. 488, Bridgeport, Conn.

For what we consider good and sufficient reasons we have levied a fine of \$100, by a vote of the local, on C. J. Yaudes and A. J. Gould. We ask that any local that these past Brothers may make application to for membership please communicate with Local 445 of Battle Creek, Mich. Also Art Storms, not being a member of

the Local, but working with the two above mentioned during a Telephone Workers' strike in this city.

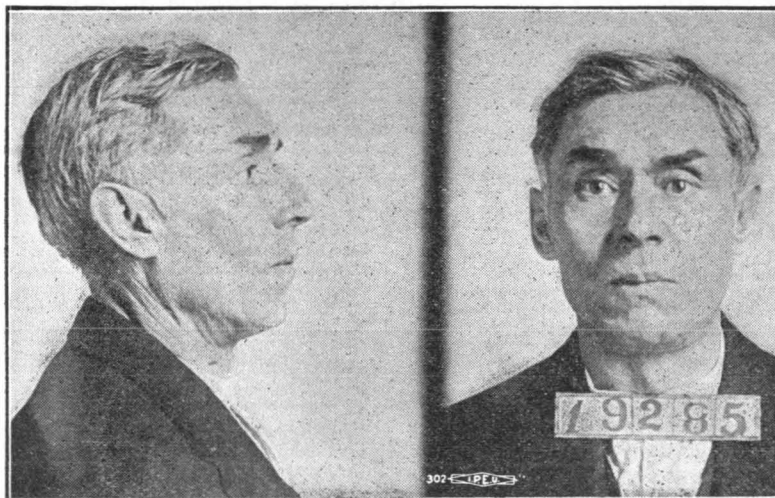
(Signed) J. Fetter, Sec.-Treas.
Local Union No. 445.
160 Green St., Battle Creek, Mich.

For violation of Section Five of Article twenty-five and Sections one, two and three of Article thirty-one of The International Constitution and Sections one, two, three, five and twelve of Article eleven of the Local By-Laws the following members have been assessed five hundred dollars each:

N. CollingeCard No. 301597
D. ChapmanCard No. 319784
R. O. GleasonCard No. 477757

All Local Unions are requested to take notice of the above and act accordingly.

T. J. O'Brien,
Sec. Local 43, I. B. E. W.

**INFORMATION WANTED.**

C. A. Ritter, alias J. H. Lewis, wanted by the U. S. Government for use of the mails in furtherance of a scheme to defraud.

In addition to the above charges, electricians should be on the lookout for this party who has also defrauded a number of electrical workers in various places by representing to them that he was a labor agent or a representative of the American Smelting & Refining Co., of Chihuahua, Mexico, and offered them very attractive positions, but after collecting \$24.00 passport fee from his victims, he would leave for parts unknown.

The accompanying photograph is a good likeness of Ritter. His description is as follows: Age, 53; height, 5 feet 8 3/8 inches; weight, 145 lbs.; build, medium; hair, gray; eyes, blue slate.

Any information regarding the man described above should be communicated by wire, GOVERNMENT RATE COLLECT, to N. A. McKew, Postoffice Inspector, Atlanta, Georgia, and the local police officers should be requested to arrest and hold him pending receipt of instructions.

Respectfully,

N. A. McKew, Postoffice Inspector.



EDITORIAL



HELP FROM MOSCOW. Messrs. N. Bucharine and J. Benzine, for the Executive Committee of Communist Internationale, have sent the following document of help (?) to the workers of the

United States:

"Respected Comrades:

"Allow us to communicate to you certain of our ideas relative to action in the United States:

"1. We believe that following the exclusion of several national sections from the American socialist party, the time has come to form a communist party in the United States, which shall belong to the communist internationale. We believe that this party should be composed of (a) a socialist propaganda league composed of those elements of the left of the American socialist party which have now been excluded from it; (b) of elements of the left of the socialist labor party, and if a portion of this party is not in a proper position a division must be made; (c) of the Industrial Workers of the World, who have already admitted the dictatorship of the proletariat and the power of the soviet. If a communist party is formed it should be represented in Moscow.

"2. We believe that one of the most important necessities of the day is the creation of communist groups among soldiers and sailors—that is to say, military organizations of the communist party. These groups should carry on energetic propaganda for the creation of soldiers' and sailors' soviets and for violent attacks against officers and generals.

MUST BE COMBATIVE ORGANS.

"3. Any attempt to organize labor soviets must not end merely in the creation of philanthropic institutions. This is a danger which may well be feared in the United States and we therefore insist particularly that soviets before attempting to assume power shall be combative organs for the conquest of the government and the dictatorship of the laboring classes.

"There must not be a hair's breadth of deviation from this task. Leadership in strikes, in no-work movements, in armed insurrection—this is the duty of the soviets.

"There is also reason to fear the division of the proletariat into different national groups. To meet this danger an effort should be made to create labor soviets of all different nationalities within a single movement. The nucleus of the revolution, however, should remain in American hands.

"4. Our principal mottoes are (a) 'Down with the Senate and Congress! and, Long live the labor government of the soviets!'; (b) 'Down with the capitalists! They must leave the factories! Long live the labor administration of the factories!'; and (c) 'Down with the speculators;' 'all means of production must be in the workers' hands;' Particular attention should be given to the idea of the acquisition of all economic organisms by the workers.

TO ATTACK BUSINESS.

"Great efforts at propaganda should be made in this direction, against the high cost of living, against business combinations and against trusts. The socialization of industries must, however, not be confused with nationalization under a capitalist regime. It is highly necessary to attack President Wilson violently as being a hypocritical brigand, and also to attack his league of nations. As for intervention in Russia, you know our point of view, but we must beg to draw particular attention to measures which have been taken to strangle us and the Hungarians economically. You must point out how the great democracies are playing the hangman's role.

"5. Give great attention to the American Federation of Labor. Break it and work harmoniously with the industrial Workers of the World to form professional revolutionary organizations.

"6. Ruthless propaganda should be carried on to spread the idea of the workers being armed. Revolutionary soldiers who leave the army must keep their guns. Our general motto is 'an international soviet republic.' You must intimidate the people by the stimulation of fear of new wars which capital is preparing. You must

fight by every means, including the most extreme measures, the armed organizations of the middle classes.

SECRET GENERAL HEADQUARTERS.

"7. You must act under a central administration and you must not allow yourselves to be beaten in isolated groups. You must establish secret general headquarters of the revolution."

It is very thoughtful of the Communist Internationale to show so much interest in the welfare of the American workers; however, those who may be inclined to accept the advice and policies defined by Messrs. Bucharine and Benzine would do well to give consideration to the report of Signor M. Colombino, Secretary of the Italian Federation of Metal Workers, who recently completed a three months' investigation of the Bolshevik regime in Russia. Space will not permit publishing the entire report, but following extracts are interesting to consider in connection with advice and instructions previously mentioned.

In Petrograd and Moscow, Secretary Columbino found,—

"Shops closed, private trade prohibited, shop windows smashed, the shutters hanging in tatters along the streets, contribute to make the city mournful and ugly. Here and there the height of irony is reached when one sees a few shreds of advertisements of Borsalino hats, or China Mignon (an Italian variety of hair-wash) and for the latest models of Paris fashions. The trams run at very rare intervals and only for a few hours a day on some of the principal lines, but there are certainly not more than fifty of them.

BARGES LEFT TO ROT.

"Along the Neva one may see huge barges left to rot. The roads which were once upon a time paved with wooden blocks are now almost totally destroyed, having been broken up by the citizens themselves for fuel to heat their houses. Thirty-six thousand wooden houses were destroyed last winter to provide fuel. Drinking water is entirely lacking throughout the city because the cold burst the pipes.

"The recent violent epidemic of typhoid, which killed off thousands of victims and left its mark on the population, is to a certain extent the consequence of this state of things, as well as the total lack of hygienic, sanitary and alimentary measures.

"When one notices how the inhabitants are clad and shod one receives a marked sensation of the profound misery which has stricken this heroic and stoic population."

Colombino refers in details to the scarcity of food, describes the rationing system and tells of the presence of speculators in foodstuffs, who charge exorbitant prices.

"On the large and once beautiful "prospekts," women are moving about all day, carrying all kinds of bundles and continually seeking for something. The weirdest costumes may be seen, and many of the women are without shoes or stockings. Some of them wear men's blouses and others little short skirts drawn up short like summer dresses. I saw one woman proudly walking about in her bathrobe, which in better days, obviously, had been used by some lady at the seashore. This is the 'latest fashion' of the revolution. I met a few women neatly dressed, but they are rare birds left over from the old bourgeoisie or else female employees occupying higher posts in the new administration."

WORKMEN ARE INDIFFERENT.

"The indifference of Russian workmen under the Bolshevik regime is marked. "In the Putiloff works," he said, "there is no longer the feverish pre-war activity. The great chimneys rise skyward without the thread of smoke and a sepulchral silence reigns throughout the buildings. Before the war the Putiloff works furnished employment to 40,000 workmen, and another 10,000 were added during the war. The present roll of workmen numbers 7,000. The management of the works is intrusted to an engineer, but the factory committee, composed of seven workmen, who hold office for six months, has complete supervision of his work. The technical and administrative offices are almost deserted.

"We did not hide our surprise, and our guides explained to us that the administrative functions are now almost reduced to nothing, as they keep no accounting of the cost of production and only a limited accounting of the cost of

labor. Thus the old ledgers are heaped up in disorder on the shelves. Work is at present confined to repairing cannon, locomotives and freight cars.

"In the foundry, furnace, steel and rolling sections all is at a standstill and everything is broken. The furnaces are entirely wrecked, the roofs rusted, fallen and deteriorated."

American Labor will work out its own problems, and the advice of the Communist will prove of no help or influence. American Labor is constructive, not destructive, and we suggest that if communists desire further connections in America, they apply to the United States Chamber of Commerce, and the various Employers' Associations, with whose destructive policies their methods fully harmonize.

RESIST. The attempt by the Association of Railway Executives to set aside the National Agreement with shop crafts and to return to a prewar basis of conditions will be resisted by the electrical workers and associated crafts with every atom of their resources.

The National Agreement was reached after seven months of conference between the Management and the direct representative of the men employed in the six crafts on all the roads. All were practical railroad men and the rules not agreed by this joint conference were passed upon by the Wage and Condition Board appointed by the Government and composed of men suggested by the Management and employees.

The rules and wage scales placed therein were then signed by the Director General and considered as being fair, while the wage scale was less than that paid by private industries for the same class of work, so much lower that the Railroad Labor Board provided for in the Transportation Act passed by Congress, saw the necessity of raising the mechanics' rate thirteen cents per hour after the roads had been returned to private control, still leaving them fifteen cents per hour less than the standard scale paid in the Building Trades, the workmen accepting it in consideration of continuity of employment and settled standard conditions, while the cost of living and raising a family properly must be as great to the railroad worker as to the men employed in other lines of industry, and except in the single item of clothing, there has been no appreciable decrease in the living cost.

The Railroad Managements appealed for and received enormous raises in both passenger and freight rates since the return of the roads to private control, in addition to the raise in rates made by the Government while the roads were under its control, Pullman rates advancing one hundred percent. And now the Managements' Association tells the Public that they must immediately reduce the wages of the men or the roads will all go bankrupt.

The men employed know that in the immediate past, the Railroad management not only encouraged inefficiency, but deliberately contracted for repairs to rolling stock at three times the cost of making such repairs in their own shops, the contracts being let to companies in which railroad magnates were directors or stockholders so that the profits came to them, this in order to show great operating expense and large labor costs.

Despite all the explanations that the Railroad managers may make, or the jungle of figures that their statisticians, hired for that purpose, may produce, the workers know for a fact that under the old low rates and with keen competition, short line mileage, and special rates, the Railroads of the United States produced a lot of multi-millionaires and with their income greatly augmented by increased passenger and freight rates, they can and must afford a living wage to their workmen. If those who con-

trol the railroads admit their incompetency to operate under the present favorable conditions, it is time that other means were adopted by the people of this country to handle the transportation problem and operate it for the good of all the people.

They may engulf the workers with a great avalanche of figures, but the workers know that while figures (of themselves) don't lie, they can be made by experts to do some wonderful acrobatics that render them foreign and complete strangers to facts, and that behind all this the big issue is the taking away from the worker of his only weapon of defense,—his organization—and this he will resist to the utmost.

AMERICAN PLAN- NERS OBJECT. The "Open Shop" advocates and the "American Plan" promoters take serious exceptions to the charge of the Federal Council of the Churches of Christ in America, that the open shop or American plan of employment is an attempt to destroy the organized labor movement.

Mr. Insley, President of the Insley Manufacturing Company of Indianapolis is one of those taking exception and is authority for a letter recently published in the Indianapolis News, wherein he tries to justify the so-called "American Plan" of industrial relations. In his attempted defense, he states that "It is the rule generally observed throughout the American Plan industries that the management will exclude a union man only when he becomes an agitator." Mr Insley frankly but unintentionally confirms the contention of organized labor that "The American Plan discriminates against union men," for all union men are agitators. In fact, every human being of normal mentality is an agitator. Christ was crucified for agitating; yet today nearly the entire civilized world are followers of the thought he agitated. John Brown was an agitator and executed for his activities; but the cause he agitated lived and was supported by no less a personage than the immortal Lincoln.

Agitation means nothing more or less than the spreading of a thought for the purpose of interesting the mass of people and converting them to an idea. Trade unionists are agitators. They are agitating for a better life and a better world to live it in. They seek to establish just and equitable industrial relations. They endeavor to elevate humanity to a higher plane. It cannot be disputed that the agitation conducted by organizations of labor is the sole influence that brought about the release from serfdom of the mass of people and gave them equality of political rights.

Throughout the ages, Labor has met the same opposition that the "Open Shoppers" and the "American Plan" advocates now show. However, slowly but surely all opposition has been broken down and such opposition will continue to yield and give way to the righteous cause of labor, whose fundamentals are—justice and equality to all mankind.

Mr. Insley and his associates might well stop and reflect, and ask themselves the questions:—Are our efforts after all worth while? Are we supporting a sound policy? Has not history shown that our policy is unsound? Are the desires of the worker to obtain a fair share of the necessities and comforts of life unreasonable? We are confident that if they will brush aside the curtain of greed and allow the warming influence of the sunlight of justice to temper their reflections, they will come to the conclusion that after all the world is large and productive enough to accord a decent living to all the people and that the thought agitated by the Martyr of Calvary would be profitable to follow.

Church organizations have been slow in gaining an understanding that the cause of labor is the cause of humanity, but such an understanding is being rapidly reached. Labor is and should be appreciative of the interest that influential church organizations are showing in labor's welfare. The sympathetic interest and moral help of the churches is invaluable and it is quite natural that the churches whose fundamental purposes are the improving of the moral and spiritual welfare of man would have sympathy for a movement whose basic fundamental is the improvement of the material needs of man.

ANSWER CORRESPONDENCE

Each day complaints reach headquarters to the effect that official communications sent officers of local unions are ignored and unanswered, causing those who write the letters much inconvenience, and very often actual loss.

Such a condition is regrettable and inexcusable, and every local union or International official should consider it the part of every day courtesy to promptly answer correspondence received. Many times, neglect to answer letters that seem to the recipient of no importance really means serious loss to those who held sufficient confidence in the one to whom the letter is addressed to believe that he would furnish them promptly with information and advice.

We should all try to place ourselves in the position of those who write us, and appreciate the importance our correspondents attach to the subject matter of the communication. Each individual should possess sufficient personal pride to desire to establish a reputation for promptness and punctuality.

When you receive a communication, feel uncomfortable until it is answered.

LOWERING WAGES AND LIVING STANDARDS AS VIEWED BY NATIONAL CATHOLIC WELFARE COUNCIL.

"The general level of wages should not be lowered." "It is to be hoped that the right of labor to organize and deal with employers through chosen representatives will never again be called in question by any considerable number of employers." "Labor ought gradually to receive greater representation in the industrial part of business management." Such statements as these are brought out prominently in the new Summary of the Bishops' Program of Social Reconstruction issued by the Washington office of the National Catholic Welfare Council.

The original document was issued on Lincoln's Birthday, 1919, by the Bishop who formed the Administrative Committee of the National Catholic War Council. Since its publication it has been frequently pointed out as one of the most satisfactory programs of reconstruction written. The Summary gives the Bishops' Program in shorter form and in an order more suited to present needs.

Other statements are included concerning the right to a decent living wage,

the legal minimum wage, conciliation and arbitration, women workers, cooperative societies, a federal employment service and the housing question. Social insurance is recommended as well as public health clinics and vocational education. A system of land colonization carried on by the United States Government and the States is also advocated.

The program states that while the arrival of common ownership is improbable and also undesirable "the present system stands in grievous need of considerable modifications and improvement." Its defects are declared to be: "Enormous inefficiency and waste in the production and distribution of commodities; insufficient income for the great majority of wage earners; and unnecessarily large incomes for a small minority of privileged capitalists."

For each of these defects specific recommendations are advocated, the heart of which are cooperative distributive organizations among consumers and farmers, and, in industry, a condition in which the majority will be the owners, or at least in part, of the instruments production.

**LOCAL Union Official Re-
ceipts up to and including
10th of the current month :**

L. U.	Numbers.
1	884141 884231
2	637298 637350
2	148501 148530
3	1 100
3	1 332
6	9917 10142
7	174001 174060
7	554786 554850
8	92333 92346
8a	3661 3750
8a	160501 160650
9	921201 921480
10	673453 673486
11	575297 575300
12	107156 107172
14	721474 721493
15	810331 810348
17	511 1280
20	847471 847590
21	92881 92945
22	827249 827378
23	36361 37030
25	501073 501085
27	493129 493159
28	759028 759119
30	735016 735060
31	719394 719430
33	712845 712859
34	788361 788400
34	147001 147023
36	961351 961555
37	543090 543116
38	134009 134031
38	399651 399772
39	931600 931650
39	6751 7063
42	254775 254808
45	146016 146055
46	230971 231057
47	697583 697610
48	18481 18620
51	716901 716921
53	26541 26660
54	990249 990284
55	988073 988110
56	737613 737652
57	877172 877306
58	925831 926110
59	803701 803944
60	812349 812388
62	891372 891416
63	323369 323376
64	120042 120065
65	108051 108180
66	907427 907520
67	516719 516737
69	650409 650432
71	865824 865870
72	769170 769178
73	50145 50170
74	584781 584850
74	125251 125255
75	72751 72790
76	438949 439008
78	456377 456999
79	551989 552047
80	763184 763304
81	842228 842302
82	94009 94095
83	99443 99538
84	30471 30617
85	34741 34848
86	935911 935978
87	779933 779936
88	446140 446159
89	9896 9900

L. U.	Numbers.
89	166501 166515
90	731719 731800
93	895789 895815
94	914008 914025
95	888996 889014
96	958423 958518
98	857351 857450
99	22162 22237
101	588584 588600
101	146251 246305
102	923155 923269
103	85511 86090
104	873151 873360
104	419858 419864
106	405849 405880
107	904092 904173
108	267941 267966
109	648003 648020
110	941837 941861
111	542621 542681
113	928798 928828
114	418880 418902
116	41448 41520
117	415562 415571
120	540968 540990
121	897164 897172
123	58531 58551
124	55811 56050
126	779029 779041
127	720014 720034
129	668204 668219
131	206011 206250
133	6306 6316
135	729233 729250
136	884711 884810
137	800925 800991
139	834261 834330
140	276905 276948
142	621820 621920
143	222298 222325
146	222935 222945
149	923447 923460
151	65271 65644
152	880311 880370
153	659334 659342
154	846165 846180
156	880491 880520
159	896578 896608
161	458849 458859
162	482579 482598
163	730953 731008
164	268384 268475
165	4206 4282
166	328706 328716
169	156109 156110
171	275401 275409
172	4625 4657
175	321174 321253
177	100582 100695
179	142369 142395
180	72103 72402
182	984397 984524
184	295021 295030
185	325041 325050
185	279601 279607
188	502317 502330
191	43504 43543
192	24801 24818
195	35425 35532
197	844792 844808
199	781609 781613
200	378148 378202
202	902486 902475
205	914741 914820
206	435893 435898
207	603838 603860

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209	39071 39097
210	649329 649350
211	224002 224069
212	808328 808379
213	115466 115665
214	900542 900724
215	908512 908542
218	155225 155250
218	159751 159753
219	436825 436846
220	916056 916071
222	741460 741465
224	844495 844586
226	773445 773474
227	815931 815966
229	526481 526495
230	865239 865305
231	904961 905010
232	782869 782884
234	728865 728880
236	756576 756587
237	347891 347908
238	767988 768038
239	352280 352299
240	891933 891941
245	909794 909900
245	119251 119284
246	600394 600451
247	816705 816770
247	893874 894280
250	25820 25935
252	278671 278701
254	33786 33938
255	517684 517710
256	173235 173267
258	921806 921809
259	482939 483123
260	698229 698250
260	73501 73518
261	49278 49281
262	225994 226003
263	276002 276021
266	96865 96871
267	107275 107402
271	578789 578840
273	335153 335165
274	832598 832650
274	180001 180021
275	850717 850739
276	387546 387560
277	21091 21139
281	843381 843407
283	94501 94560
283	837011 837150
285	928947 928964
286	389114 389128
287	788892 788909
288	464676 464718
290	691509 691518
291	117738 117750
291	279301 279320
292	59355 59720
293	699432 699434
294	712102 712112
295	458812 458832
296	905513 905524
298	647630 647660
298	276601 276615
300	336148 336150
300	272701 272752
301	705271 705281
302	89241 89250
302	120751 120796
303	309363 309388
305	932644 932648
306	218508 218519
308	704049 704074
309	514988 515203
310	549369 549470
312	498411 498453
316	150251 150287
317	533993 534025
318	844401 844447
320	822515 822526
321	2879 2916
322	140938 140950
323	487529 487539
325	762388 762435
326	738816 738845

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327	433236	423268	455	512385	512400
328	691218	691262	455	944401	944407
329	493449	493488	456	93924	93945
333	766494	766576	457	759300	759315
336	806317	806328	458	793963	793980
337	881678	881726	460	567907	567912
339	522031	522035	461	179225	179237
340	934010	934039	462	270610	270637
341	926426	926459	463	106713	106780
343	268854	268884	465	634697	634782
344	577836	577858	466	948201	948220
345	576165	576201	467	515277	515300
348	913314	913404	468	961871	961938
349	290649	290655	470	926145	926158
350	518721	518729	471	760100	760114
353	835063	835171	473	838538	838567
356	724672	724682	474	917805	917900
357	103042	103048	476	692429	692847
358	411171	411200	477	684100	684115
367	831478	831509	478	317383	317386
368	849337	849352	479	594761	594766
369	159211	159260	481	5368	5372
372	580716	580748	485	270321	270370
373	793136	793144	487	319861	319870
374	793078	793090	488	885359	885390
376	127147	127155	488	386128	386144
377	985009	985028	492	895644	895650
378	11201	11250	492	937651	937790
378	840901	840960	493	170191	170210
379	311672	311683	494	68271	68587
382	494747	494800	495	769775	769784
383	739370	739376	500	898224	898314
384	434487	434508	501	882585	882773
385	329669	329677	502	387081	387110
386	741736	741752	503	407333	407416
389	177537	177601	505	94346	94371
390	818967	818986	506	94879	94880
392	679829	680100	508	7611	7670
392	941151	942168	509	719031	719039
394	469455	469460	514	15301	15370
396	933537	933811	515	630381	630421
397	123737	123750	517	474111	474121
397	943651	943692	518	884393	884399
398	274811	274817	520	310145	310166
400	489425	489434	521	29684	29710
401	250745	250763	522	640075	640129
402	557112	557166	523	267128	267134
403	615872	615899	524	830164	830192
405	262569	262638	526	220089	220094
406	666041	666056	527	264072	264105
407	761071	761130	531	366462	366486
408	911523	911550	532	852273	852325
409	117011	117096	533	734061	734077
411	637773	637818	535	815724	815770
414	644221	644253	536	28600	28648
415	795558	795571	537	547619	547637
416	666671	666675	538	761572	761594
417	790983	791040	540	532626	532650
418	963937	963961	540	141001	141010
420	796983	796986	544	577733	577783
422	312654	312684	545	602578	602595
423	604531	604548	549	112506	112531
424	266191	266227	552	894341	894319
426	483832	483858	554	900949	900954
427	716676	716686	556	634237	634254
429	504531	504570	557	429920	429927
430	445493	445502	559	58096	58113
431	729759	729774	563	20282	20313
432	671984	671998	565	853885	853920
433	313228	313299	567	467751	467810
434	790129	790137	568	789811	789980
435	566580	566589	569	872802	872853
435	565941	565980	570	324675	324678
436	130227	130261	571	57650	57665
437	770645	770786	572	265817	265825
438	419240	419250	573	56972	56979
438	133501	133521	577	870697	870723
439	797211	797231	578	265534	265565
440	659161	659175	579	556715	556741
441	489140	489153	580	449024	449028
444	718221	718246	581	790931	790953
445	513372	513386	583	181565	181591
446	776284	776308	584	83381	83448
447	111061	111073	585	564082	564092
449	346443	346460	587	431224	432250
450	727418	727428	587	267001	267003
451	740026	740030	588	476734	476776
452	28241	28469	589	707639	707680
453	741940	741948	591	721741	721800
454	140253	140283	592	333787	333813
593	262739	262752	593	675695	675900
595	735268	735301	596	812783	812788
599	299577	299581	601	726321	726325
602	320133	320162	602	323153	323167
603	142835	142892	606	597054	597087
606	815000	815002	608	645771	645782
609	97551	97590	611	783790	783794
610	548270	548286	613	472943	472958
615	824191	825100	617	141772	141797
620	918944	919120	622	520768	520799
623	251571	251588	624	147621	147634
625	832822	832832	627	262867	262908
627	626987	626988	628	919339	919375
630	809087	809103	635	64051	64232
633	649376	649395	642	127272	127285
639	579317	579323	644	733129	733145
642	88553	88565	648	689242	689266
644	886750	886794	652	31537	31690
647	325762	325770	654	829108	829142
655	772681	772860	655	277861	277869
659	425804	425808	664	708834	708837
664	449352	449353	665	33021	33090
666	539485	539508	667	437719	437722
675	736359	736368	668	811863	811882
677	794729	794729	669	697735	697745
680	811863	811882	672	268501	268517
681	98281	98325	673	906212	906226
682	91501	91625	677	917366	917400
683	720735	720750	679	278401	278427
684	934845	934900	688	381565	381578
688	117736	117750	689	350408	350468
694	889707	889727	694	860566	860596
699	894388	894394	703	794390	794400
703	153019	153050	704	645599	645624
707	309362	309386	707	987211	987350
709	691768	691788	710	371356	371397
710	911102	911198	711	263120	263127
711	443509	443550	712	57001	57021
716	226943	226949	713	533341	533400
718	14271	14278	715	726841	726855
719	945604	945717	716	22866	23027
720	658401	658441	717	562520	562532
722	42099	42184	718	477111	477147
724	224763	224936	719	149836	149857
725	339301	339320	720	58064	58192
726	40637	40710	721	947034	947126

WORKERS AND OPERATORS

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L. U.	Numbers.	L. U.	Numbers.	L. U.	Numbers.
754	571145 571198	884	136111 136137	1014	754152 754493
755	703306 703331	885	372674 372703	1016	959541 959568
756	314845 314922	887	488486 488513	1021	241327 241330
758	473016 473090	888	658030 658068	1023	432149 432150
761	876271 876300	890	700191 700198	1023	126751 126804
762	332795 332813	891	659940 659948	1025	434724 434751
763	709327 709350	892	452759 452792	1029	437219 437220
763	275101 275112	897	273731 273750	1030	437401 437431
764	169320 169368	897	743401 743679	1031	875713 875749
769	774776 774796	898	828219 828238	1032	438461 438467
770	37738 37793	899	102681 102715	1034	439508
771	542136 542159	900	910025 910056	1036	267353 267380
774	806001 806028	902	91216 91410	1037	527441 527530
776	710097 710139	903	658215 658217	1038	442166 442168
779	2251 2280	904	328261 328267	1042	443724 443733
781	839782 839823	905	256327 256340	1043	444074
782	301797 301820	908	697115 697126	1044	444558 444567
783	490471 490546	909	698578 698587	1045	444983 445008
784	854909 854938	910	783587 783595	1046	446968 446979
786	429629 429644	912	727896 727950	1047	448648 448650
787	126322 126339	914	66763 66799	1047	169501 169520
790	513827 513848	917	360229 360283	1049	449994 450017
793	916421 916457	918	449713 449731	1050	450575 450586
794	728125 728250	919	714408 714409	1053	455511 455523
795	730690	920	724083 724087	1054	452066 452074
795	530818 530850	921	942991 943010	1055	453078 453094
795	430261 430280	924	576966 576993	1057	456253
795	447826	927	503378 503397	1058	456580 456586
795	273901 273983	932	723271 723290	1059	453840 453851
796	254163 254195	934	723884 723900	1060	732233 732253
797	699803 699886	936	703588 703605	1065	460152 460154
799	305511 305536	937	546590 546600	1066	701953 701967
802	314541 314550	937	172501 172524	1071	699265 699275
802	731851 731856	938	300741 300750	1072	699494 699496
803	742904 742931	938	985651 985727	1074	700466 700470
805	989446 989460	939	726262 726274	1075	700731 700740
808	846232 846246	942	708257 708275	1085	708121 708150
809	651031 651038	944	511456 511511	1085	117751 117793
810	686500 686610	945	801298 801312	1086	44462 44530
811	417057 417074	946	458417 458424	1087	709736 709742
812	125673 125733	947	598556 598580	1089	711507 711521
817	23716 23946	949	732891 732898	1091	712565 712590
818	400992	951	927241 927398	1098	717809 717810
822	495791 495800	953	6187 6239	1099	721034 721050
823	924272 924320	954	733119 733168	1099	280801 280811
824	445893 445906	955	725013 725025	1100	722011 722020
827	39751 39760	958	740922 740946	1101	722315 722330
829	644801 644850	964	743031 743070	1104	723576 723595
831	439658 439688	965	743189 743190	1105	724434 724449
831	431246 431250	971	466141 466162	1106	725311 725334
838	468951 468973	973	516145 516154	1109	723842 723867
840	524225 524237	974	754642 754649	1110	726257 726274
841	896119 896130	975	529866 529915	1112	727073 727076
842	130903 130911	976	716361 716410	1113	731286 731290
847	581998 582033	977	42765 42783	1114	732501 732520
849	369653 369677	978	756178 756180	1115	733387 733393
853	501914 501937	980	734317 734357	1116	735506 735521
854	929616 929677	982	758285 758288	1117	734562 734695
855	851502 851505	984	758980 758989	1120	737251 737279
856	277044 277061	990	433759 433768	1121	739986 740000
857	586542 586563	993	695918 695930	1122	740278 740284
861	423425 423426	994	772451 772480	1123	264328 264351
862	429401 429432	995	723241 723250	1125	264923 264925
863	424991 424996	997	265214 265225	1126	226447 226449
865	813097 813150	998	776680 776686	1127	269412 269422
865	38251 38300	1002	940688 940743	1128	269721 269735
866	156975 156983	1004	335484 335495	1130	270920 270948
867	565261 565350	1005	771206 771233	1131	271212 271221
868	123063 123232	1006	337046 337050	1132	271593 271647
872	939462 939472	1006	274201 274221	1133	271801 271812
873	279206 279214	1008	337930 337942	1134	278701 278709
874	644963 644977	1010	339881 339930	1138	279901 279919
881	701963 701967	1011	415142 415144		
882	417288 417295	1012	416636 416649		

MISSING RECEIPTS.

22	827338.	213	115461-465.
80	762252-303.	227	815950.
83	99545-99587.	232	782880.
85	34686-34740.	236	756585.
89	166511-513.	216	600441-451.
131	206053, 086-116, 118, 121-148, 150-159,	250	483022.
	161-181, 183-195, 197-203, 205-208,	305	932643.
	210-218, 221-222, 224-228, 230-249.	317	534021-023.
172	4653-4655.	336	806324, 326.
182	984248-984396.	373	793138.
191	43513.	374	739081, 083-084.
		392	680028-027, 942164-165.

398-274801-810, 813-815.
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 538, 541, 545, 568, 588, 596, 599,
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VOID RECEIPTS.

1-146277.
 3-322.
 7-654828, 174026, 060.
 9-921336.
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 36-961365, 436, 524, 529.
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 58-925904, 047-048.
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 96-958431, 469, 511.
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 1085-708130.
 1091-712526.
 1106-725326-327.
 1114-732510, 516.
 1115-733390.

RECEIPTS PREVIOUSLY LISTED AS MISSING RECEIVED.

89-9891.
 90-731681-717.
 175-321172.
 238-767984-985.
 250-25815.
 296-905460-511.
 386-741732-734.
 453-741935.
 476-692376, 395, 399, 422.
 493-170186.
 524-830134-160.
 536-28594-595.
 554-900946-947.
 557-429824-825.
 573-56934, 940, 946-947, 949, 952, 955.
 610-814990.

624—918801-918810.
 625—371841-860.
 711—153001-010.
 750—57801-58062.
 782—301661.
 783—490439, 443-444, 446-447, 451-455, 462-463.
 831—431247.
 838—468847-850, 949.
 858—280845.
 882—417283-286.
 949—732886-888.
 953—6182-6185.

955—725019.
 1012—416626-630.
 1038—442130-133.
 1101—722305.
 1126—266442-445.

BLANK.

259—483000.
 392—680029.
 429—504570.
 932—723284-290.
 1114—732514-515, 517-520.
 1085—708135.

Note.—719989 for L. U. 127 was not void.

LAW OF THE JUNGLE CANNOT APPLY TO WAGES.

The theory that wages must be based on competition between workers is a revival of the jungle code.

Under this system human relations in industry is impossible.

There can be no living standard when the tiger's law prevails.

Then wages are regulated by the number of out-of-works, with no arbitration, conciliation or mutuality—the weak are ground to bits in the struggle to exist.

Logically, the competition advocate finds himself in a position he dare not acknowledge—a surplus of labor competing for every job, with living standards falling to Chinese levels.

The competition advocate dare not be logical. He lacks the courage to follow his theory to its end.

He cannot say that "the interests of capital (capitalists) and labor are identical." He dare not claim that the law of tooth and claw recognizes aught but power.

There is neither ethics or morality in the competition theory.

Capitalists have abandoned competition between themselves, but maintain the fiction in the case of workers while they talk about the "immutable law of supply and demand"—and close their factories to maintain prices.

This banquet and editorial space-filling stuff is supposed to awe workers who see organizations of capitalists smash this "natural" law.

The theory that competition must regulate wages is contrary to humane instincts. It means charity organizations and the long train of evils associated with pauperism.

This theory is sustained by every force that cheap-labor advocates can muster to its defense, for this age is no exception to the rule that every age has its defenders of exploitation and greed.

Trade unionism is the answer to junglers who would have workers tearing themselves, their families and their homes to pieces in competition for jobs.

Trade unionism supplants the doctrine of might and necessity with reason and good will among men.

Agitate! Educate! Organize!

FRIENDS.

By Ruthale Novak.

Oh, tell me where our friends are now?
 They never speak, or even bow!
 They pass us by with chilly glance,
 Or cross the street, if there's a chance!

We, poor, misguided simpletons
 Had thought them friends, these haughty ones;—

But now, we fain must keep our class.
 And let these snobbish donkeys pass!

Oh, Jesus Christ, *what* is a friend?
 Because we *work*, should friendship end?
 What right have men to evil speak
 When they themselves with evil reek?

God grant the day of friends will come;
 When tongues of gossip cease their hum;
 When men are honest, straight and true,
 And like you just because you're *you*!

Celluloid Buttons

To All Secretaries:

We solicit your orders for **Monthly Due Buttons**. Price with Local (1126) numbers printed in.

	Yearly	
25 monthly (300)	\$19.00	
50 monthly (600)	\$24.00	
100 monthly (1200)	\$29.00	per M.
150 monthly (1800)	\$26.00	per M.
250 monthly (3000)	\$23.00	per M.
500 monthly (6000)	\$19.00	per M.
600 monthly (7200)	\$18.00	per M.

If you will advise us at once how many buttons, **each month** you will need for the year 1921, we will be glad to fill your order.

J. P. King, Manager.

Bastian Bros. Co.,

123 W. Madison St.

Chicago, Ill.

Correspondence

L. U. NO. 5, PITTSBURGH, PA.

Editor:

A letter in the January Worker from L. U. No. 134 starts off: "An event of much interest to Electrical Workers of Chicago and vicinity occurred on the evening of Nov. 18th, the occasion being the dedication of the new building purchased by Local Union 134. But to readers of the Worker a letter from L. U. No. 134 is also quite some event and a rare one. You "wrote 'er up" nobly Brother Edward J. E. and the best wishes of L. U. 5 go with you.

Last summer while visiting New York I dropped into the sanctum of one George Washington Whitford who was at the time industriously "one-fingering" a typewriter of rather ancient origin. After the usual greeting the aforesaid G. W. W. launched a stream of descriptive adjectives anent the wonderful building purchased and remodeled by L. U. No. 3. I most assuredly felt that the dedication and ceremonies attendant upon it would cause G. W. W. to break forth into print. But not a word as yet. Let's hear from L. U. No. 3 and break the long silence. Let Frank Emanuel do it.

Naturally any reader who has gone along so far is wondering what this is all about. No. No. 5 has not purchased their own building; but we have hopes and you can't hate us for that.

Nevertheless on Feb. 2nd we held the annual reception, dance and euchre for our members and their families in Kaufmann's auditorium, which in itself is quite some event, (with us at least). Hence the bursting forth in print.

And furthermore if "Boomer" Davis of R. A. R. fame, had been so inclined he could have had one of the best times of his career had he been amongst those present and the 18th amendment was strictly observed. As a matter of fact, we have always made it a point to observe said amendment at our affairs; even before there was an eighteenth amendment.

The program was varied somewhat from past events by having a banquet at 6:30. Nearly 800 were seated in the commodious banquet hall and were served with following menu:

Tomato Bouillon, Celery, Olives, Roast Stuffed Spring Chicken, Golden Bantam Corn, Browned Sweet Potatoes, Combination Salad, Ice Cream, Assorted Cakes, Coffee.

The hall was tastefully decorated with the National and municipal colors and varieties of potted plants. The committee deserves great credit for the capable manner in which the seating arrangements were carried out and all present voiced their appreciation of the good service and the appetizing and substantial menu served. Favors in the form of chocolates for the ladies and surprise packages for the "kiddies" were distributed.

Movies interspersed with humorous slides pertaining to the activities of the Local and its members were presented while the way was being cleared for the euchre.

Euchre was the choice of many. To say that Business Agent M. L. Brush ex-

ceeded our wildest expectations in gathering together a collection of beautiful, artistic and useful prizes is indeed putting it mildly.

More than sixty prizes were donated by our local fixture houses, contractors and members. Local Union No. 5 individually and collectively thanks the generous donors for the prizes and for the co-operative spirit in which they were given.

The dance program included 24 gems selected by James Eugene. A large number enjoyed themselves "shuffling their dogs" to the enchanting music rendered by Graffelder's orchestra, which assuredly surpassed itself for the occasion. "Bunk" Kennedy said he didn't know much about music or dancing, but he gave the dance program the "once over" and to him it looked as if "Louisiana" and "Margie" were "Whispering" that "Naughty Waltz" "Somewhere Some Day" in the "Land Where the Sweet Daddies Grow" when "The Bells of St. Mary" rang as "My Little Bimbo" attempted to "Kiss a Miss" nicknamed "Linger Longer Letty." She "Smiles" and says "Happy" but "I love the land of old black Joe." "When I look into your wonderful eyes" and "You are free" "When you smile" "Till we meet again."

It was in the small hours when a tired, but happy throng departed, voicing the sentiment that the fifth annual ball was the best ever.

Undoubtedly the preparation and the work connected with the arrangement and carrying out of an affair of such magnitude entails no end of hard labor. From the comments overheard by the writer every person present had an enjoyable time and nothing but praise for the committee.

We trust that the pleasure afforded to the guests and their appreciation of the efforts of the committee to make the evening one of pleasant memories will serve in a sense to repay the committee for the time and trouble to which they were put.

The committee—Jas. E. Bowen, chairman; J. R. Williams, J. Bradley, J. A. Boland, R. Johnson, H. H. Penn, Monte Getz, Sec'y.

Local Union No. 5 has been "booming out." We now boast a membership of over 550. Work has not been plentiful during the last few months. All things considered there has been no serious unemployment. Most of our members have been able to "get by." Many brothers who have worked in our jurisdiction will remember the old war horse "Elbows McFadden." "Hank" had the misfortune to fall about 20 feet from a scaffold and suffered a broken ankle which has laid him up for the last seven weeks, but he is coming strong now.

Our school has been going ahead in splendid fashion. A few of the new apprentices felt that we were conducting a school for the production of "carpenters" not electricians. After having been promptly and effectively sat upon and squelched they have been made to see that we are not wasting time and money to teach them a trade and business ideas unless they show a responsive disposition. With the results already proven from the few years the school has been in operation

we feel qualified in saying "that, with the possible exception of L. U. 134, we turn out better and more proficient mechanics at the end of a four-year apprenticeship than and other L. U. or trade school in the S. A." "Kids" in the school!

Don't let this "boost" for you puff you up. Put your shoulder to it. Try hard. Learn diligently. It is to your advantage to master your trade. Don't be content to equal the other fellow. Excel him! Only by doing these things can you expect to command good wages, good conditions and respect for your ability as a mechanic and a tradesman. With the best wishes of L. U. No. 5 to the Brotherhood and its continued success.

Fraternally,

H. L. K.,
Press Sec'y.

L. U. NO. 12, PUEBLO, COLO.

Editor:

What is happening to the Brotherhood of one thousand one hundred and thirty two locals. Only thirty six heard from in the January Worker. A few lines would be interesting if only to show the spirit.

Local No. 12 has her regular attendance. Nothing new of importance on hand at present. Very little work in this jurisdiction.

Brother Jackson called on us in February to settle a dispute between machinist and Electrical Workers on the railroads which he has handled satisfactory to all consumed.

The Open Shop Plan has not hit us yet and we are not anticipating any trouble along that line. There was one more shop opened up a few days ago and has started O. K. by putting on Union Men.

Brother Carlson is looking for a Fliver. Brother Rosburg and Richardson are on an out-of-town job.

Brother Griffin is just winding up a years job at Creeves & Biggs.

Several men out of employment at present. Let us hear from a few locals in the West that can use a few. Pasadena and San Bernardino take notice all right. Backfire did you get caught in that Boston Slider. Come clean we are wondering.

Until next Worker,

Local No. 12. J. L. Gray, P. S.

L. U. NO. 18, LOS ANGELES, CALIF.

Editor:

It has been two or three months since I had an item in the "Worker," but it was not altogether my fault. Perhaps some of the readers are just as well satisfied anyway.

We are not dead out here or even sleeping. Although work is pretty slack, our own members are nearly all working. The member who comes to the coast in answer to the beautiful stories he hears about our wonderful climate, is the one who makes it so hard for the home guard to get along. Wages are not what they should be out here and if you will look up the report of the Department of Labor on the cost of living, you will find that Los Angeles ranks at the top in the actual cost of the necessities of life.

I wish that we could influence every member who desires to come to California, to write to one of the Local Unions here for definite information regarding his chances, before starting on his way.

A circular letter sent out recently by the Master Painter's Association, reads in substance as follows. "The wage scale of the Journeyman painter in the city is \$7.00 per day. There is a severe shortage of all kinds of building mechanics, and a comfortable bungalow can be obtained for a rental of \$25.00 per month.

The cost of fuel for heating is something that you need not worry about as artificial heat is unnecessary. Clothing need not cost you as much here as it does in the east for the reason that you do not need as much here as you do there.

It is needless to say that there was not one bit of truth in that circular. The scale quoted was not correct. There is no shortage of mechanics, a comfortable bungalow or anything else fit to live in is unheard of at \$25.00 per month. My gas bill for the month of January was \$5.78 in return for which I received a rotten grade of gas and was required to have the heater burning at its full capacity to get any heat at all.

Brothers if any of you feel that you want to come to California, think again and then stay where you are.

I am enclosing a picture of a house that the Local Union with the assistance of the Building Trades mechanics of Los Angeles built last Sunday, January 31st, for Brother O. J. Browne of St. Louis, Mo. No. 2. Brother Browne is suffering from paralysis and the proposition of renting forced him to attempt to get a place for himself. Out of a donation received from his Local Union, he took \$50.00 and made a first payment on a lot, agreeing to make a small monthly payment on account. We



Built by trades unionist of Los Angeles for a disabled member. While not magnificent, it provides a home. Has anyone heard of like fraternalism being included in employers' "American Plan"?

then began to see what we could do toward getting a house on this lot, with the result as indicated by the picture. If you can find room in the Journal, we will appreciate it if you can print the picture.

We are getting along in pretty fair shape at the present time, taking in new members right along and now have a membership of approximately 500.

There will be considerable work starting here soon, but there are plenty of men to do it when it turns up. So please brothers, if you have a job or can get one where you are, stay away from Los Angeles the sun kissed scab cursed open shop town of the United States, where a man carries a card because he believes in the principle for which it stands and not because he has to work.

Fraternally yours,

Marion C. Hohen.

L. U. NO. 23, BALTIMORE, MD.

Editor:

Will endeavor to write a few lines to the Worker after being absent from the last two issues. There is nothing of consequence happening around here at the present time as things have been very quiet all winter. The boys have stuck together wonderful regardless of being out for some time. The Central Body here is planning a labor tem-

ple for Balto and hope they are successful. We have the sad news to report the death of Brother John Klely a worthy brother and good union man. Not knowing any more to write as I have had my traveler out for the past couple months, will close this, hoping it passes censor and will try and do better next issue.

Fraternally,

T. G. Harrington,

L. U. 28, I. B. E. W.

P. S.

L. U. NO. 45, BUFFALO, N. Y.

Editor:

As I wrote a letter for the Worker last month, but as it did not appear in the January issue, I take it for granted that I did not get it there on time, so I will try again.

Local 45 is still on the map and doing business at the same old stand.

We held our election and installation the last meeting in December and the first in January.

Our new officers are as follows: Pres., W. R. McLean; V. P., Joseph Winkleman; R. S., J. P. Allison; Treas., Jerry Sullivan. We will try to keep up the good work of our retiring officers and try and go them one better. The Local presented our retiring President, Byron Earl with a beautiful white gold signet with the I. B. E. W. emblem upon as a token of our appreciation. He certainly deserves it, he was a very hard worker for the Local. Work around here is very slack, a good many of the boys out of work.

Mother Bell laid off nearly all of the boys that they took over when they consumed the Federal Cr. They thought they had life jobs, so they promptly dropped their cards. Now they are out of a job. (The American plan so-called did not help them). Our meetings for a couple of months have been very well attended. We raffle off some little article useful in our business, such as pliers, skinning knife, rule, screw driver, etc.

I was very glad to see some facts in the editorial section of the January Worker concerning the secession of the telephone workers in the N. E. states. It certainly put a different view on the subject. Brother Evans of 134 had a very nice letter in the last issue. I can imagine what a fine home 134 has now. More power to you 134. I see Brother Lennox of 78 also woke up. Wishing all the Brotherhood every success, I beg to remain,

Fraternally yours,

W. R. M.,

Press Sec.

L. U. NO. 46, SEATTLE, WASH.

Editor:

After the excitement of our annual election has passed over, all newly elected officers are expected to buckle down to business and strive for greater success than we have ever experienced in the past, so says our new president. So your humble servant is taking the "hunch" and is going to get busy. The result of the election was as follows: Pres., Frank Tustin; Vice-Pres., B. F. Gordon; Fin. Sec. and B. A., A. G. Heller; Rec. Sec., A. W. Esselbach; Treas., V. E. Small; Executive Board, Frank Tustin, H. L. Reed, W. H. Wooley, J. H. Ramstead, R. T. Evans. The important change in this election was the combining of the offices of Fin. Sec. and Bus. Agt., Brother Heller being elected to fill the combined office, this being the fourth time Brother Heller has been elected as Business Representative of L. U. No. 46.

An outstanding feature of the new administration is the desire of making the



A. G. Heller.

Electrical Workers movement the most popular movement in Seattle. At first sight this might look like a small matter, but a close investigation will prove the opposite. It is not the idea of the Press Secretary to make apology for the past acts of the local, for that would be a weakness, and we are seeking strength. Probably a better view of the situation would be, that the past is history, but in the future lies SUCCESS, that's the bird we are after. In this endeavor we hope to have the unqualified help of all, and for the KNOCKER, well, we will just forget him.

There is one problem of more than ordinary importance confronting our local, which it would seem involves, not only our own, but all locals of the Brotherhood; and that is the problem of employment of our members. During the Ship Yard boom of the past, the Local Union succeeded in establishing the policy of employing members through the office. This system seemed to work perfectly under Metal Trades conditions, but the Metal Trades has dwindled down to almost nothing since the close of the war, and incidentally left the Building Trades to shoulder the burden of a system that does not exactly apply. Of course we as progressive workers, do not want to go back to a worn-out broken down system of individual solicitation of employment; but on the other hand, it has developed that some radical improvement must be made in the system, so that a more adequate distribution of the work available can be obtained. Experience has proven that this issue, not only involves our own, but all local unions of our Brotherhood, and needs their co-operation.

In furtherance of this co-operation, Local Union 46 has called a meeting of representatives of Executive Boards of Local Unions of the northwest (Coast Locals) to meet in Seattle on Feb. 16th, for the purpose of determining upon a plan of action. Of course no comprehensive plan can be developed by such a small collection of locals, but they do hope to get some plan started that will engage the attention of the entire movement, to the end that a lasting benefit may extend to all electrical workers who are members of our organization, in the way of more equal distribu-

tion of work. It is too early yet to discuss any definite policy, as the representatives haven't met yet; but when any plan is decided upon, I will be glad to give out the information through the columns of the Worker.

A big victory was gained in the Puget Sound district when the charter was issued for Cranemen's Local No. 1117. This was accomplished through the untiring efforts of B. A. Heller and International Representative Lee, who have been working under the most aggravating conditions for the past three years. The Steam Engineers on several occasions threatened to disrupt the entire movement of Electrical Workers, which was only prevented by the diligence of our officers. That the Cranemen and Operators belong to the Electrical Workers, there can be no doubt. Therefore it is up to all Locals of the Brotherhood to give these new members all the encouragement they can to help them build up their movement; for our security rests only in the thorough organizing of the entire Electrical industry. Seattle has made it the start and hopes to see others help.

The new President Brother Tustin appointed an Educational Committee upon assuming office, which produced its first results last meeting night, Jan. 20, in the form of a lecture, illustrated by lantern slides, on the Skagit River power site development, given by Mr. C. F. Uhden, engineer in charge of the work. This lecture was a big success, and held the attention of the entire membership to the very end, all members leaving as enthusiastic boosters for one of the largest municipally owned undertakings of the kind in the country. I will not attempt to cover the work in this letter, but will endeavor to get a special article on the project for a later issue.

One of the big undertakings, in an educational way, in the northwest, will make its appearance in the near future, in the form of a motion picture drama entitled The New Disciple, being produced by the Federation Film Corporation. This Company has been organized locally, by the various Local Unions, for the purpose of producing Economic Drama and educational pictures to be shown to the public through the regular channel, in the hope of improving the standard of motion pictures, and educating the public to the psychology of the Labor Movement. The company have not released the New Disciple yet, but when it is released, they hope it will be well supported by the Trade Unionists. This can be done without any feeling of reluctance, for the picture will prove of more than satisfying quality and will be appreciated by the average audience. All it will need is a little boosting to get it started, the picture will do the rest.

I think I have done pretty well for a poor scribe so I will close with best wishes to all, and hoping business will be more prosperous for our members by the time this appears.

Yours fraternally,
Byron Vickrage,
Press Secretary.

L. U. NO. 48, PORTLAND, ORE.

Editor:

I wish to submit the true conditions as now existing between Portland, Oregon and Vancouver, Washington, Metal Trades Councils, covering ship yard work.

There has been a movement on foot for some time to put into effect a reduction of eight (8) cents per hour, in the G. M. Standifer Shipyard of Vancouver, Washington, where the Portland Metal Trades Council has had a signed agreement for

the past two years which expires April 1, 1921. Should be and still is in effect at the present time so far as the Portland Metal Trades Council is concerned.

The Vancouver Metal Trades Council have taken the stand that they have jurisdiction over this ship yard so entered into another agreement with said company to accept a reduction of eight (8) cents per hour which is protested by the Portland Metal Trades Council.

I wish to state that the Vancouver Metal Trades Council recently were granted a charter and at no time underwrote Portland's agreement or considered crafts involved who had no local affiliations outside of Vancouver.

Immediately upon the Metal Trades charter being installed in Vancouver, the officers of said Council were all foremen in the Vancouver ship yard where the majority of the votes were taken, not in the hall, but in the ship yard, to accept the reduction in wage, and this Metal Trades Council have only one employer, namely: G. M. Standifer, which is the only industry in this place who use Metal Trades men.

We are informed here that the Metal Trades Council of Vancouver, are putting to work non-union men, also one in particular which Local No. 48, has a \$500.00 fine against his card, and this Council agrees to furnish ample protection for these non-union men.

There are four crafts who are out on strike to resist this reduction in wage, Sheet Metal Workers, Coppersmiths, Caulkers and Electricians.

We wish to take this opportunity to notify members of these crafts to stay away from Portland and Vancouver until such time as things are satisfactorily adjusted. Having in mind that this is only the first controversy of this nature to combat we do not know to what extent the employers of Portland will try to put into effect reductions in all lines.

With best wishes, I am,

Fraternally yours,
S. G. Ream,
Business Representative.

J. W. Crockwell,
Sec. L. U. No. 48, I. B. E. W.
P. S. Following is a letter I received from Secretary of Vancouver Metal Trades Council, this A. M.:

"Mr. Reams, Electrical Workers,
Portland, Oregon.

Dear Sir and Brother—The Vancouver Metal Trades has been compelled to permit the Standifer Corp. to hire men in the lines withdrawn from the yard, with the understanding that these men will secure immediate local affiliation.

Very sincerely yours,
E. L. McGillis,
Sec. Vancouver Metal Trades."

L. U. NO. 53, KANSAS CITY, MO.

Editor:

As it has been some time since the Brothers have heard from this Local I thought I would get busy and let the Brotherhood know we are still on the map. Still doing business in Kansas City in the same old way and getting better if anything.

Work has been pretty good all winter and the weather fine. All of the Brothers are working but nothing rushing at present. Plenty of work to do, but a shortage of material retards the work some what.

Our meetings have been well attended and the Brothers are showing the proper spirit. Every meeting night finds Brother Cronin our raggedy B. A. on the job, with three or four new applications.

The Kansas City Light & Power Co., tried to hire all the non-union men they could but B. A. Brother Cronin keeps right

up with them, as fast as they hire them he gets their application.

International representatives. Brother Hugh S. O'Neill and Brother Jennings have been working in our jurisdiction for some time and they sure have produced the goods. Brother O'Neill needs no introduction here as every one knows the fighting Irishman, but Brother Jennings is new to us, but he made lots of friends on his short stay with us.

The agreement he entered into for L. U. No. 53 and L. U. No. 124, was entirely satisfactory for both locals and will stop a lot of local friction and discord.

This Local has the honor of having four brothers on their ledger at one time. The Hamilton Brothers, Sam. John, Charles and Ben all linemen and good ones too. There are three more brothers down South some where doing line work.

The meetings seem quiet since Noisy Darr went down to Richmond, Mo., to work but he will be drifting back pretty soon, noisier than ever.

Brother Wallace De Shaffon his side kick also left for Sunny California for his health. (We all wish you good luck Wallace.)

We have had quite a lot of sickness and accidents in the past four months and our sick benefits ate up most of our surplus money in our treasury, but we will build it up again soon. Brother J. J. McKivett (Paw) is laid up with the rheumatism at present, but say he will be able to work soon.

Brother Bill Epperson is back home again over in North Kansas City. He was away for about a year but had to go back.

Work ought to be plentiful this Spring, as both Light Companies are planning lots of work when material gets a little cheaper. We do not look for much Labor trouble here or open shop either. The Builders' Association and Building Trades are trying to get together now for the coming year. So with plenty of work and no reduction in wages and the slight decrease in living the Lineman can commence to enjoy living.

Well I guess I have said about enough for a stranger so I will hang up the receiver. Wishing the I. B. E. W. and all its members success, I remain

Fraternally yours,

Jos. Cloughley, P. S.

L. U. NO. 55, DES MOINES, IA.

Editor:

Just a few lines this time to let the Brothers know that Local 55 is still on the map and doing very nicely despite the fact that we are out yet at the Des Moines Elect. Co. and have lost several of our members who have left to seek jobs elsewhere.

Last week W. Coburn, an ex-member of Local 55 who is scabbing at the Des Moines Elect. Co., lost an arm and received some very bad burns about his neck and body, when he got tangled up with some 4400.

I'd like to say here, for the benefit of some of these Bell linemen, and to some of our ex-brothers who are working up there, that we know are afraid of it. "This hot stuff boys and you had better let this sink in."

Still I don't think there is much danger of any body else getting tangled up with it as what rats are up there only a couple of them have gotten far enough along that they can be sent out alone on service jobs.

We are very glad to see members turning out to our meetings more regular and there is getting to be some "pep" in each meeting. Keep her up boys, let's get in the big push and keep these so-called "American Plans" where they belong.

The new agreement with the Street Car Company expires March 1st, but we expect to experience no great difficulty in signing up our new one.

We have a little dope on some brothers from nearby locals, who are said to be working for the D. M. E. here and as soon as this is investigated and verified publication of it will be made in these columns.

Guess I had better dead-end' here until next time.

Press Secretary.

L. U. 55, Des Moines, Ia.

L. U. NO. 62, YOUNGSTOWN, OHIO.

Editor:

The following officers were elected for the year 1921:

Walter Lusted, Pres.; Chas. Haus, Vice-Pres.; W. J. Fitch, F. S.; E. Hughes, R. S.; W. P. Ward, Treas.; Lloyd Little, 1st Insp.; J. Hafferty, 2nd Insp.; M. Mills, Foreman.

Our local union is going along as well as can be expected. We are taking in a new member occasionally and most all our members are working.

The P. & O. Elect. Co. has just completed a high tension job to the south side of the city. They also have about completed a high tension line between Youngstown and Columbiana. The Tel. Cos. as usual is doing as little work as possible. The Youngstown Municipal Ry. Co. is doing no new construction, but just enough to keep things from falling down altogether. As news is scarce will close for this time.

Fraternally yours,

E. Hughes.

R. S.

L. U. NO. 75, GRAND RAPIDS, MICH.

Editor:

Having been elected Press Secretary, I will write a few lines to let the Brothers know that L. U. No. 75 is still on the map.

The Metal Polishers and the Plumbers and Inside Wiremen are having their troubles with that animal they call the Open Shop but we believe they will win the fight.

Local Union No. 75 has been able to keep most of their members working as the companies have been doing considerable work here this winter.

Now Brothers attend your Local Union meetings and stand by your union and we will down this Open Shop Campaign.

With best wishes to the I. O. and all Local Unions.

Fraternally,

Jack Winks, P. S.

L. U. NO. 80, NORFOLK, VA.

Editor:

Since my election to this valuable but unappreciated task, I failed to respond to the worthy call for the month of January of this year, but if forgiven for this sin I will do my best for the remaining eleven months.

I want to express deep and sincere devotion for the Locals that have come to the succor of Local 80 in her determined fight against the Un-Americans and Un-business like open shop promoters, our reason for not giving a list of the Locals that have helped us and the amount of their help, is we have received help from some locals up until a short time back.

It gives me great pleasure to have the privilege of expressing myself through our Worker, as it is almost impossible to get a line in the poison Public Press.

Let me say to all members of the I. B. E. W. we have and are going to continue our fight against the open shop. Our boys

are all heroes; their watch words are **THOUGH WE SUFFER WE WILL CONTINUE TO FIGHT.**

The Electrical Contractors have found themselves the heavy losers. They followed the notorious Chamber of Commerce in the open shop fight to crush the ones that were only asking for a respectable livelihood from their earnings.

May I say in conclusion that by the God that made us we are determined to fight to an indefinite time, and finally be crowned with victory.

W. M. Carter,
Press Secretary.

L. U. NO. 82, DAYTON, OHIO.

Editor:

Now Brothers and especially the Brothers of this state, Ohio, the Electrical Workers Union have some time ago organized an Association known as the Ohio Legislative Association. Now Brothers the biggest per cent of the locals have affiliated with this Association, but the other per cent have not, and why I don't know. I am sure all locals have received notice of such Association. I would like to tell some of the things that this Association has already achieved, but that would take too long. All I want to see is that the locals that have not become members, get busy and do so. Brothers it means that the Electrical Worker will have better conditions and the conditions throughout the state will be better and more equal. This applies to all Electrical Workers Line man and cable splicers. Now brothers get busy and notify your Recording Secretary to get in touch with Brother Grant Fink, P. O. Box 24, Dayton, Ohio and he will send you all the data you want. Brother Fink is President of the Association and also an ex-board member of Local No. 82.

We have our dance committee working out the plans for our annual ball which takes place in April and from what I can see and find out it certainly will be a success. Our former dances or balls have put "money in our pocket", so you know what we are looking forward to (dollars).

With the best of luck to all
Robert B. Brown, P. S.

L. U. NO. 103, BOSTON, MASS.

Editor:

It has been a few months since this local had a letter in the Official Journal. As we were preparing for a new agreement it was well to keep silent until we had our plans perfected. I think at this time the entire membership of the Brotherhood should be enlightened as to how the building trades strike or lockout in Boston is progressing. Well about the middle of January the general builders and members of the Employers' Building Trades Council posted signs on the job and in the shops, stating on and after Thursday, January 20th, the wages of journeyman shall be 90c per hour, 1½ for overtime and other changes. For the past eighteen months ending Dec. 31, 1920, we working under a general agreement for all trades, receiving \$1.00 per hour double time. So when Mr. Employer posted such notice of a 10% reduction in wages, all building trades unions voted unanimously to go out on that date.

A committee of seven men representing the labor side and a like committee representing the employers met and after about a dozen conferences no agreement could be reached. The employers insisted on the cut in wages and conditions. All trades walked and after three weeks of idleness Mayor Peters called for both sides together in the sedemantic chamber

in City Hall to see if some settlement could be made. At first the employers end refused to meet the Mayor and the labor group. But after severe criticism by the newspapers they finally agreed to meet with the Mayor presiding over the meeting. The employers side refused to arbitrate or change their original proposition. The Labor side offered to continue the old agreement until May 1st, and on April 10th, both sides got together and form a new agreement. The employers were very defiant and insisted on their proposition and nothing else. Some of those "one way apple" fellows. Further meetings were called off by the Mayor and at the present time the strike or lockout has been on for six weeks and it looks a month or so more before it will clear up. The Building Trades Unions of Boston will not stand for a cut in wages or the tearing down the conditions that it took years to build up.

On the large jobs the employers have not tried to man them with strikeheaders as yet. But some of the electrical contractors have engaged some of these "Creatures" and are doing the jobbing work, and are trying to complete jobs that were under way when we were locked out. We have been successful in taking some of these men away from them.

The members on strike meet every day for roll call. The strike committee consists of Martin T. Joyce, chairman; John J. Reagan, secretary; Wm. Moore, Sam Parker, S. Sanborn, J. Rice, H. H. Wilkie, Edward J. Sheehan, John T. Fennele and George E. Capelle.

The chairman and myself have been delegated by the committee to go out and try and sign up shops that were formerly fair to this union. Up to date we have been able to sign five association contracts with the prospect of three more in the near future, which means that the employers are weakening. These contractors with the prospect of three more in the old agreement and until a mutual agreement is entered into between all the contractors and this local.

We maintain a picket line of all men on strike working two hours a day at the various shops.

We are having very good success, haven't lost a man. The working members are co-operating wonderfully.

And also the I. O. is coming through promptly, which is a great help in making this fight to maintain our present wage and conditions.

During the past month we have lost two members of long standing whom have passed on. Brother Walter Schumacher and Patrick J. O'Toole. I remain,

Fraternally yours,
Major Capelle,
Press Sec'y.

L. U. NO. 104, BOSTON, MASS.

Editor:

On Jan. 27, 1921, a Smoke Talk and Supper took place of the usual meeting of Local Union 104 at Paine Memorial Hall with an attendance of three hundred and fifty members, guests and well-wishers of the linemen of Boston and vicinity.

Aside from the refreshments a very splendid entertainment was furnished by Paul McGrath and his talented friends. His work as a soloist and chorus leader received plentiful encores and great praise from those present. We also had the following talent from Local Union 202, our friend and neighbor, Pete Tousignant, a tenor of Caruso calibre, Bill Griffin made notable by his operatic numbers, George Scanlon, master of the ivory keys with Neil Alexander as conductor.

In between numbers, our worthy president, James Swinehammer, introduced President Queeney of Local Union 202 as the speaker of the evening. In the course of his remarks Brother Queeney stated that every kind of propaganda and misrepresentation resorted to by the seceders had been successfully met and overcome by the work of the International officers and Local Union officers on the ground and that as a result the opposition had exhausted its ammunition and demonstrated the weakness of its entire position.

He further stated that as a further result of the work done to date the Local Unions remaining loyal to the International had become fully stabilized and had acquired a degree of self confidence that meant final and complete success in the work of re-organizing New England and constituted a complete refutation of the often quoted claim of the outlaws to the effect that they would finally break up our Unions. The meeting proved beneficial as a goodly number have since returned to the fold.

Among the many good friends of Local Union 104 who were present and enjoyed the evening's entertainment were President James Hunter of Local Union 396 and President Kirby of Local Union 142 as well as other officers and members of both of these organizations.

The prospects for work in these parts at the present time are not favorable, therefore we would advise that any brothers coming this way get in touch with Business Agent McEachern, or the Secretary before getting up steam.

E. M. M.
P. S.

L. U. NO. 108, TAMPA, FLA.

Editor:

Tampa L. U. 108 is still in existence and if the Press Secretary had not been so busy doing nothing there would have been a letter in last month's Worker. Perhaps his same occupation has delayed this letter beyond the time of going to press. If so, I hope he gets all that is coming to him.

Conditions here are not very promising. Most all Building Trades crafts have a "wage cut lock-out" condition. L. U. No. 108 having an agreement expiring in April has not as yet been mixed up in it nor have the plumbers who likewise have an agreement to run some time yet. Carpenters, Masons, Painters and Sheet Metal Workers seem to be locked out; that is wages have been declared cut 20 to 25%, but the contractors will not recognize collective bargaining and there the whole issue rests. It is very unfortunate for organized labor here that we are in a winter tourists country. These "Tin Can snow birds" in general have no cards nor principle and will do most anything to meet expenses and the bosses know it and welcome them. Quite a number of them have taken up the work left by the B. T. One or two wireman tincanners were caught wiring a small building by Brother Brack, who is always full of this confidential bull, but when he winds up look out for the other fellow. In this instance he had them pleading for mercy or at least time to arrange bail.

We have with us Brother Nicholson, lately of Philadelphia, and not so lately of Seattle, who wants to say hello to his many friends in the brotherhood.

And by the way I wonder how many old timers know "yours truly." Should L. P. Moore of Temple, Tex., see this and wonder. Just cut out the J. A. and make it "Pat," or perhaps many others too numerous to mention may recognize the latter "monicar."

What time has a press secretary to write when he has just acquired a used "very much used" bus? So here goes a finish or as "we" crackers say "I'm due to be done."

Fraternally,
Jno. (Pat) A. Murphy, P. S.

L. U. NO. 109, ROCK ISLAND, ILL.

Editor:

As there isn't much news this will be short and not much space taken up.

Local Unions No. 109 and 154 are at present time very small, owing to the Companies shutting down on all these estimates and laying off all but a very few and only working four days a week in Davenport, Iowa, and have laid off in Rock Island, working six days but only a few men.

As times are bad everywhere our wage being very low the Brothers here are having a hard struggle to keep conditions now existing, and the scab from controlling the job.

Being no news of importance at hand, with best wishes to one and all,

Fraternally yours,
Wm. R. Whitesell, P. S.

L. U. NO. 136, BIRMINGHAM, ALA.

Editor:

I have not been able to read a letter from local 136 in some time, so I will try to get one in this month. I learn from letters I receive from other parts of the country that the Chamber of Commerce is advertising work in the Birmingham district. I want to warn all Brothers to stay away from Birmingham until they hear from me. Work is dull here now and we are likely to have a fight on before the winter is over as the Civic association Rotary Club Chamber of Commerce and the rest of our enemies are advocating open shop and cutting off wages, but I think we will be able to hold our own.

Any of the Brothers coming this way will find the Business Agent located at 1916 1/2 4th Ave. North and please get in touch with me before looking for work.

Brother Dad Deaton is still in the hospital nursing his burns which he received last December while cutting the buck for the Light Co. here. He lost a toe, a finger and almost lost his life.

All Brothers will please take notice to the first paragraph of this letter and please get in touch with me before coming in here.

Yours fraternally,
S. L. Whitehead.
P. S.

L. U. NO. 142, BOSTON, MASS.

Editor:

What is the cause of secession movements and the answer is as plain as the nose on your face. Some person or group feel they have been overlooked by the I. O. or they have a good lickin in seeking office at some election, or they are not game when some policy that they advocate has been rejected—like some spoiled child they feel that if they can't direct the policies of a local they will wreck it. And that is what happened in Local 142, and a tip from me is that 142 is making steady gains and the boys feel they followed the advice of the wrong leaders and in a short space of time a big bunch of the boys who joined the secession local are ready to return to our local.

The "gang" who started the out law movement in Boston has begun to realize that starting secession is one thing and getting the money to keep secession going

is a horse of another color and they must begin to realize that all the money the I. O. or locals see is not velvet. I. O. and locals must have money and the new out law local is shy of funds for they can't pay us \$650.00 that they owe No. 142 or they like the money so well they hate to part with it.

If you can tell me why a local of our size, 988 members just previous to the split, that always did get results and had a reputation second to none in New England had cause to split. Then you are telling us something worth while and I don't believe any of you can give an honest cause for the out law movement.

The greatest puzzle to many is why the outside locals are now following certain members in the out law movement when only a short time ago they were willing to purchase a large supply of Rough on Rats and administer same to certain people to whom they now have to take orders from. Funny situations surely. They told you they would have an organization in every state, city and town in the U. S. A., but have they? They can't keep what they had for they are steadily returning to the old love 142.

When some one asked why they didn't organize outside, the answer given was, "How in H— are we going to organize outside when you keep us so busy right here at home, and they will be kept busy for some time to come.

The out law is sending out bills to all who were supposed to join it and from the looks of some of the bills very few people are paying anything. By the way I see the Financial Secretary is "working". They keep him on the jump trying to get dues. Just think how the mighty have fallen—working—and when he was our secretary you had to "call on him". Keep at it Johnnie and see that the first \$4900 you get is yours.

I see Brother Leonard of 396 is right on deck. He knows how to pass it out.

Yours respectfully,
Jack Daly.

L. U. NO. 153, SOUTH BEND, IND.

Editor:

We all make resolutions at the beginning of the New Year, so Local Union 153 will make one by having its little space in the "Worker." This will prove that we are still in existence. We are working closed shop with all but a few of the small contractors and we expect to get those lined up by April 1st. Our Building Trades Council is having a wonderful "boom" at present, with nearly all crafts affiliated. We expect 100 per cent council in the near future. All crafts are beginning to see "United we Stand, Divided we Fall." Work is not at the best here at present, but the outlook for Spring is very favorable. Nearly all our Brothers are working at present. Please make the following change in our local union directory. H. A. Austin, Recording Secretary, 1031 Postage Avenue, B. J. Brehmer, President, this making our officers very efficient, as they are old time members as well as Brother O. W. Davis, Financial Secretary.

Brother Francis Homer has been with us for a few weeks but was taken back to the hospital for treatment.

Hoping this does not reach the waste paper basket, we will continue to use our space in the Worker. Wishing all Brothers success for the coming year.

Fraternally yours,

G. G. Hewson,
Business Agent and P. S.

L. U. NO. 156, FT. WORTH, TEXAS.

Editor:

When we consider the hard times that have affected every industry throughout the country, the Electrical Workers in this part are to be praised for the loyal manner in which they have "stuck" to the union. Not only so far as keeping up their membership, but in the splendid manner in which they have tried to live up to their obligations as union men, as also the fine manner in which they have set good examples of true citizenship.

We are all hoping for better times, as merry Spring approaches and we are facing the immediate future with strong hearts, and smiling faces, confident that the sun is going to shine, and that the Brotherhood is going to grow and that the principles for which we have fought will triumph.

Sickness prevents this scribe from having more news for this month, but here is hoping for something next month.

Fraternally,
Denton, Texas. "Crip."

L. U. NO. 159, MADISON, WIS.

Editor:

The following is a continuance of the donations to Mrs. Albert Peck, Relief Fund of Local No. 159.

Local.	Place.	Amount.
137	Albany, New York.....	\$12.00
706	Monmouth, Ill.....	2.00
580	Olympic, Washington.....	2.00
90	New Haven, Conn.....	5.00
539	Port Huron, Michigan.....	2.00
434	Douglas, Arizona.....	5.00
24	Minneapolis, Minnesota.....	16.00
748	Peekskill, N. York.....	10.00
623	Butte, Montana.....	Regrets
210	Atlantic City.....	5.00
451	Santa Barbara, California.....	2.50
581	Morristown, N. J.....	5.00
Total of.....		\$66.50

Added to first notice making a grand total of \$801.90.

And we now declare the fund closed. Again thanking the Brothers from the bottom of our hearts, for their assistance and we hope we will soon be able to assist others. Things are very quiet here. We have several men laid off here, but I think in the Spring things will pick up. We are now negotiating a new agreement here to take effect April 1st and I hope for success.

Hoping all other locals have success in their agreements this year and not knowing much news this time will ring off. [Will try to get a longer letter in the Worker next time.

Yours fraternally,
H. A. Fielman, Rec. Secy.

L. U. NO. 162, KANSAS CITY, MO.

Editor:

One of those animals, commonly known as an efficiency expert, hit the K. C. T. R. R. a short time ago, and believe me boys, he is some expert alright. He sure knows how to cut down the force regardless of everything. It makes no difference whether the work is kept up or not, but reduce the force, is the main idea. Now I will tell you I believe in system and efficiency, but I also believe a man should be picked for the job who understands what should be and what should not be. Just any efficiency man can't come along and put just any business on an efficiency basis in a few weeks. It takes several months good hard study of conditions.

Of course we all know it isn't so much to make the R. R. efficient as it is to cut the payroll and attempt to reduce the

wages so the poor little railroads can pay the stock holders 6% and at the same time keep the freight and passenger rates up and also attempt to break organized labor and help the open shop along.

This afore mentioned animal only laid five of our boys off which was a plenty, but that isn't all. He was the means of laying men of other crafts off and laborers off, the total going into the hundreds. Nice animal, only slightly wild.

One other subject I want to say a few words on is, closer affiliation of our craft and our craft with other crafts or organization for the general good of organized labor.

It seems as though in a great many cases the various L. U.'s are either practically strangers or they are jealous of each other. Neither should be the case. They should get together and work together for their mutual good.

On the other hand one craft knows but very little or nothing of other crafts. Why not work together. That is what we are supposed to do.

As for other bodies, get acquainted with them and find out what their standards and intentions are, if found to be of the right sort make a friend of them and help each other.

Some day I hope all this will come to pass. Then we will all be stronger and the sooner the better, because boys we have got old man open shop to fight all over the country.

This is about all my ravings for his month. So will leave space for some other brother, who can write better stuff.

Fraternally yours,

J. V. Sibley.

P. S.

L. U. NO. 163, WILKES BARRE, PA.

Editor:

It probably has been a long time since a letter has come from Local No. 163, and I am sure some of the boys that are on the road will appreciate to hear from their home town. Conditions here are moving along as well as we can expect it at this period, and all of the boys have been kept working except in a few cases it has been a little bit dull the last two months, but we see better times coming. We have at this time about 90 members in the local and we have been granted a dispensation from the I. O. to open the Charter for a period of 30 days to try and build up a stronger organization for the future.

The initiation fee was \$100.00 for Journeymen, and \$50.00 for helpers, but it has been reduced to \$50.00 for inside wiremen, journeymen, and \$15.00 for helpers. We have taken in several journeymen at the new rate, and have about 15 applications, for helpers, at the present time on our list.

Working conditions here are better than they used to be; we have one unfair shop to battle with at this time and we hope to get them in the fold, where they belong soon.

Wages under the last years agreement are as follows: Journeymen 87½¢ per hour for 8 hours, double time for all over time; 3-year helpers 45¢ per hour, and 2-year helpers, about 30¢ per hour.

Local No. 163 is a mixed local, inside wiremen and linemen, but we have another local No. 1106, and that is the railroad workers local. I wish to state that our old war horse, Brother A. L. Lynch, has given up our company to be with the R. R. men, but I am sure he still has a feeling for the old local he withdrew from, No. 1.

We wish him every success that a brother, like him needs, in his new circle,

but we are very sorry that he cannot be as active for us as he used to, however he is always on the job for the good of his fellowman.

Our past P. S., W. F. Barber, has resigned his position of trust, and we cannot thank him enough for his untiring efforts in getting the boys all in good standing, that he possibly could.

The officers at the present time are as follows: President, Ed R. Jones; Vice-President, P. E. Legault; Fin. Secy., Brice MacMillan; Treasurer, Anthony Zoeller; Foreman, John Hreno; First Inspector, Sam Thomas; Second Inspector, Harold Kelley; Trustees, Joseph Braeford, Frank Nefoske, David E. Jones; and the writer Harold V. Deubler, Rec. Secy.

With all good wishes to you and I trust you may overlook all mistakes, and kindly see that this letter will appear in the next issue of the worker. I beg to remain,

Fraternally yours,

Harold V. Deubler..

L. U. NO. 177, JACKSONVILLE, FLA.

Editor:

Well things are very quiet in working conditions at present, but we are looking to a good future. No doubt things are very dull all over the country and Local No. 177 is managing to hold its own.

The only thing that is bright at present is the weather. We have several good jobs that is expected to be ready in a short while. The local conditions are very good and all acting members are certainly doing their bit.

The meetings are enjoyed by a very good attendance.

Brother R. L. Murray, who was bedfast for some time, has been parading the streets as much as possible. We again wish to extend our thanks to the liberal givers for the sick brothers' cause. As the renewal of the past, conditions are being taken up and things are brief in those lines.

As Jacksonville is headed with a great future, which is a good promise for Labor Organizations.

Will try and give more dope next month as things will be brighter then. We are very thankful to say the majority of the members are enjoying the best of health as well as vacations and have little use for the sick committee at present.

Fraternally yours,

W. J. "Bill" Locke.

P. S.

L. U. NO. 180, VALLEJO, CALIF.

Editor:

As I have been appointed Press Secretary for Local No. 180 of Vallejo, Calif., I will try and let the rest of the world know we are still in the ring. On strike since Feb. 1st, against Great Western Power Co. caused cut in wages of one dollar per day, which the company claims it is impossible to continue to pay.

The company has been paying \$8.00 per day for the past ten months under fair working conditions, but on Feb. 1st, decided to take away conditions as well as the wages. Men came off job 98 per cent. The company so far has been unable to secure experienced men to fill our places, but are using what few engineers they had to teach the work.

As this is my first attempt, hoping this will find its way in the Journal, I'll hang up.

Fraternally yours,

W. J. Clark,

Press Sec.

Napa, Calif., 110 N. Coomles.

L. U. NO. 188, CHARLESTON, S. C.

Editor:

As Local No. 188 has had nothing in the Journal for some time I will endeavor to get a short note in this month to let the brothers at large know that 188 is still living and going strong. Work in this part of the south is very quiet. In fact the company have turned off men already and rumor has it that they are getting ready to turn off more. Brother Williams and Brother Prester are out, but I would like to say that they went on their own accord. It was this way. The boss said he had orders to reduce and he had to lay off two linemen. Well these two brothers went on their own accord because they were the only two single men on the job, and they did not want to see a married brother put out of work. I would like to say that Local 188 wish them the best of luck and would like to have them write. They were jolly good fellows and both were a No. 1 workmen.

Brothers Slim Gardner and Bill Dyer were in town for one night. They are on the rounds looking for work. We have good meetings on the 1st and 3d Friday nights, and will be glad to have all Brothers that are in town on Thursday nights come up. All they have to do is to get by Brother Clayton at the door. Brother Clayton is foreman and he tells you it is the biggest job in the local and that he is called on more than the president. Don't cut in on him Brothers. Let him have his own little belief.

With the very best wishes in the world to all the Brotherhood, I am

Fraternally,

W. E. King.
Press Sec'y.

L. U. NO. 205, OMAHA, NEB.

Editor:

Our brother, John B. Jenkins, who has been serving as general chairman of Local 205, is certainly stirring things up. It seems that at every meeting he has one or two applications for prospective members. We all appreciate the good work you are doing and hope you will continue same.

There is going to be a new Local formed at Cheyenne, Wyoming. This Local will have jurisdictional rights over Wyoming and Colorado. They will have a membership of about 60. Local 205 wishes them all the success in the world and will only be too glad to help them at any time.

Our Brother Frank Speed made a trip to Lincoln, Nebr., last week and was in conference with the governor and others. He made a very nice report on the outcome of the conference.

Brother Levi, we are very sorry to say, has not been able to return to work as yet, but we hope to see him among us in the very near future.

Brother Murdock, who broke his arm, is reported being back on the job.

Yours fraternally,

A. Julien.
R. C. and P. S.

L. U. NO. 209, LOGANSPOET, IND.

Editor:

Well Brothers it has been a long time since you read anything of 209, so as I am press secretary I will try and help enlighten all the boys about Logansport. It is the same old town. Things move here as they did in the old days, not much excitement except the cops and the bootleggers. They don't get along well. I guess it must be about the Split.

Oh yes I forgot to tell about old man Brown, better known as Dibey, the fore-

man at the Home Phone Co. He tried to carry about six telephones in his arms at once and drag them with him down stairs. Some way they got mixed at the bottom and he now eats soup till they make him a plate. It is a shame to because for an old man he was some masher, and it spoils his looks for they were the front ones he had knocked out. The old people around here say it is the first time he ever stayed home nights since they can remember. He don't come to meetings since it happened.

Well boys this is getting a little long so I think I better close for this time. Hoping to do better next time.

Yours,

Wm. Blake.
Press Secy.

L. U. NO. 210, ATLANTIC CITY, N. J.

Editor:

The past month has been filled with colds and lagrippe in this man's burg and quite a few of our members have been laid up for short spells including the writer. Changeable weather was the cause of most of the colds and sniffings, as one day the thermometer would be away up in the fifties and the next day it would drop back to freezing and below. However we have been blessed with a remarkably open winter so far, and in spite of the wet blankets and calamity howlers who are predicting an epidemic of some sort, due to this unseasonable weather, I feel as though it has been a God send to the poor and unemployed, especially with coal at fifteen and a quarter a ton.

The opening of the Easter season is drawing near and the hotels are beginning to take on their spring and summer garb, meaning that they will get one coat of paint, the carpets will be beaten and the windows polished. The smiling hotel clerk will then be ready to separate the visitors from their bank rolls. Easter Sunday, as a rule, draws about one hundred and fifty thousand and even more visitors to the play ground of America. They flock in here to see and to participate in the largest fashion parade in the world. It is held annually on each Easter Sunday on the great Wooden Way and the estimated totals of the magnificent furs, silks and satins worn by the members of the fair sex run way above the million dollar mark. And boy, some of the passionate silk stockings to be seen would actually make a bull pup leave his bone of chicken.

But if Atlantic City wants to retain its name of being the convention city of America these self same smiling hotel clerks and proprietors will have to reduce their fearsome rates. Last year the Rotarians convened here in June and returned home very much peeved over the lawful manner by which they were robbed right and left by the hotel keepers.

Now comes the word that the Shriners, whom we all know to be a most powerful secret organization, has transferred its annual convention to another city and gave as a reason the high and most outrageous prices that prevailed here last year. The big business was naturally sore over their transfer and took the hotel men to task, so maybe we will have a season of fair prices and prosperity for 1921. Anyway boys don't blow into this burg unless you have enough jack to get out again, because the pickings are lean and slim, but nobody will have to carry the banner or go hungry as long as they have a good paid up card and the green ticket that goes with each electrical tourist.

Line work is practically at a stand still in this territory and two more stump jumpers and two sod busters were laid off at the Light Co. the 5th of February.

The force over there is down to normal and we are doing absolutely no new work at all except to hang a new lamp occasionally. But with the coming of spring and the down for the season cottagers, I hope to see business resumed on a large scale.

On Feb. 22nd, we celebrated George's birthday by giving a banquet at the New Marshall Hotel, which was well attended. The music and talent was very good and the eats pleased everybody. We had as a guest Brother Bert Chambers, the genial President of Local No. 21 of Philadelphia. I have not seen him since, but understand he was able to stand at the finish and it was some finish. Brother "Pop" Phillips did a Parson Jones and did not find his new teeth until the next night when he located them in his overcoat pocket after using several nickels in telephoning around to several of the members who were in at the finish.

Old Bob White is darned near sixty, but distinguished himself with clever representatives of the various dances among them being the shimmy and the waddle. Bob is surely some little waddler.

Brother Chas. Draper carried off all honors with his gastronomic feats and he cleaned up for everything put in front of him and Brother Forsling, and at the finish he required the services of a huge double chair and two pushers to carry him home.

To Brother Harry Armstrong goes the credit of the party. It is due to his untiring efforts that a successful and pleasant time was enjoyed by all.

Next Friday will see a new President down at Washington and in my humble opinion he is starting out in the right direction by curtailing all needless expense of a huge and pompous inauguration. He has apparently surrounded himself with some of the best brains and legal talent of the country and I believe that he has picked an ace for the Secretary of the navy, namely Edwin Denby. I was with Denby in the Marines at Paris Island, S. C., and found him to be a gentleman and a scholar, one who was not opposed to Unionism and believed in the working man getting his full share of worldly goods.

Mr. Denby, at that time a corporal, was stationed on the Island to act as a sort of father confessor and advisor to the rookies, who were arriving daily by the hundreds and he did some magnificent work among the heart sick and home sick recruits, many of whom had left home and mother for the first time. He undoubtedly did more towards making the rookies forget some of the hardships of training towards being the best "Fighting Man" in the world than did any group of men or any individual on Paris Island. My hat sure comes off to Mr. Denby and I sincerely hope that he makes an excellent Chief of the Leathernecks and Gobs. He ought to as he has been both in his career.

I see that there are few additions to the staff of contributors to the Worker in spite of the fact that quite a number of the Regulars have been advocating a general increase of correspondents throughout the country. Now what's the main idea? Surely a member can be found from each Local who can and will spare a couple of hours each month to drop a few lines of interest to the Journal. It doesn't necessarily have to be of the deep variety. If it did I see where I would have been fired long ago. A little nonsense makes as good reading as does some of the high brow stuff that is being published now days. Come on all you press dudes and get on the job. Advertise your local and its doing and if you can't do any better advertise yourself or your neighbors. Pub-

licity is what you need and once more try to make our Worker a thing of beauty and a joy forever. Amen.

Brother Joe Miller is still on the bum, but is now able to sit up and roll his own. So we have high hopes of his ultimate recovery. I was over to see him the other day and his nurse told me that the old boy was finding fault with his eats. That is a good sign that he is improving. He has shown throughout his illness the same fighting spirit that he displayed last spring with the long drawn out controversy with the Trolley Company, in which we were victorious.

I reckon I had better tie up right here or else Brother Ed will figure that I am trying to make an endurance contest out of this. So with best wishes to all, I remain,

Yours fraternally,

Bachie, P. S.

1128 Atlantic Ave.

L. U. NO. 212, CINCINNATI, O.

Editor:

I don't expect my offering this month to be of much interest to the boys of 212, regardless of what it may contain. My main reason for being so impressed is on account of Billy Sunday re-vamping dear old Cincy. By the time this Worker reaches us he will be in the midst of his campaign with no doubt the attention of everyone centered in his direction. My imagination even carries me so far as to see all the past masters of that great indoor sport called dominoes who convene regularly immediately after each meeting in the anti-room, abandon their favorite pastime in favor of Sunday's sawdust trail.

Added to the above is the inauguration of our new national President. These two prominent features together with other current topics will make March quite an interesting month. I therefore do not expect much consideration this month and willingly step aside in favor of the above mentioned opposition.

In regard to our new National Executive, some of my good old Republican friends have been telling me what wonderful changes we can all look forward to after March 4th. Let's hope if any noticeable changes do develop they will be for the best. I personally am not looking forward to any alterations in my daily routine and feel safe in predicting that the average working man will go plugging along about the same as usual.

At our regular meeting of February 2, Local No. 212 enjoyed the honor of having with us Brother G. M. Bugnizet, Inter. Vice President; Brother Ray Cleary, Inter. Organizer was also present. Notices had been sent out calling a special meeting, which was generously responded to, causing I believe the banner meeting for some time past.

Hope to see you again Brother Bugnizet also Brother Cleary, as your little talks help quite a bit.

Expecting to see all the home guards at 12th and Central Avenue, I remain with very best wishes to all.

E. S.

L. U. NO. 220, AKRON, OHIO.

Editor:

Not having had a letter in the Worker for the past few months I will make an effort to tell the Brotherhood how things are drifting in our jurisdiction.

First of importance will be the election of officers which was as follows: President, H. S. Knock; Vice-Pres., L. C. Koehn; Financial Sec., S. P. (Speedy) Morgan; Recording Sec., McGinnis; Foreman, Neeley; 1st Insp., John Brody; 2nd Insp.,

C. Hahn; Treas., Al Johnson; Trustees one elected. C. B. Windor; Ex. Bd., H. S. Knock, L. C. Koehn, McGinnis, John Weston, John Brady, C. D. Windor, T. Helse; Bldg. Trades, L. C. Koehn, McGinnis, C. B. Windor, C. L. U. C. B. Windor, John Brady, L. C. Koehn.

The organization would like very much for Brother Koehn to move the Law Department of the city of Louisville, Ky., to Akron as he causes quite a bit of inconvenience to the organization and brother members that he comes in contact with daily. We have figured this several ways and find the above to be the cheaper. Let the Penny R. R. and the Louisville and Nashville R. R. be the looser. Make the expenses in a lump and have it over.

Quite delighted to state things have adjusted themselves and exposed the hands of at least ten of our most loyal trade union members as spies. In more explicit words, Labor Censors, eating into the hands of different organizations and individuals. I wish to state those censors were properly taken care of and several more will be as soon as things will permit.

Brothers I will ask you to do as we have. Look over your membership. Of course our B. A. will be Jos. M. Shepherd. Before we go further into details I wish to state we have found something else Brother Shepherd can do besides act as B. A. for L. U. 220, V. P. C. L. U. President of Building Trades, Chairman of Board of Business Agents, Chairman of any and all committees that may be appointed by Chairman of No. 220. Also act as errand boy, office boy, chart stenographer and janitor, sometimes. Brother Shepherd is quite past master at making feet for children's stockings, little Patric being issued a permit to work one morning in November, about four bells, making a total of five, three boys and two girls.

Quite sorry to say our slate broke and we will have to endure Brother Speedy Morgan as Financial Secretary for at least one more year. Thank God, we don't have to look at him but one night a week, whereas his fiancée has to endure him about three and oftentimes four. Oh God! how thankful we are.

Do a little detective work on your hook. Get these dam mistakes of life out of our ranks. Do not say you haven't one. We thought not but we had them just the same. Deal with them as Uncle Sam deals with a traitor in the army. You ex-service men know how that is handled.

Things look pretty gloomy in the building line for the winter. It looks as though capital is going to try to starve us into submission. We also expect to be confronted with the open shop battle as soon as things pick up; also a cut in wages; also an hour or two onto the day. Will we stand for it. I say not. Not when we win an injunction and the company that enjoyed us paid over attorney fees, court cost, cost of employing a man to carry the banner and then some.

Brothers I wish to state Local No. 220 I. B. E. W. will do the electrical work in this jurisdiction the ensuing year. I beg to remain,

Faternally yours,
W. C. McNill,
P. S.

L. U. NO. 281, ANDERSON, IND.

We again send our letter for the Worker to let you all know we are alive and some of us working.

We have on our sick list which we regret, Brother Harry Lokin, which has been sick in bed for the last five weeks, but he is improving some now and hope he will be back with us shortly.

We have rented us a new room here now and we are fixing it up like a home for the boys. We have not quite finished it yet, but hope to have it in the near future.

We have installed our new officers and they are as follows: The re-election of John Parkinson for president; re-election of Ed Thompson for Financial Sec.; Bro. Earl Smith, Recording Secy.; Brother Henry Schmitz, Vive-President, and re-election of Leo Johnston for Press Secretary. Things are going pretty fine under the circumstances, but could use some more work if we had it.

Brother Bill Vest is still unable to work, but he is feeling pretty good owing to his condition.

We are going to put on a little box social next Friday evening and also a little vaudeville for the members and their family and we intend to have a big time and I say we sure will for we have the kind of a bunch to put it on.

Well as news is pretty scarce for now I guess I have told you all for the present, but will do better next time.

Oh yes, we very near forgot the most important part of this letter. We always thought we had a bunch of broad-minded fellows, but what do you think Brother Lee Mourey got married. He said he was tired of working and I guess he will buy his wife an Electric washing machine and then he will retire.

When poor Lee comes home after he has been chasing around all day his dear little wife will come up to him and say, "Gimme," "Let me take" or "Have you got." Well the poor fellow says that a wife is a necessity, but as he said before another man's wife is certainly a luxury. And he said that from now on when he sees a chorus girl with a new Hudson Seal coat on it is none of my business. "Oh poor Lee."

"Our only kind words to Lee is," keep your feet on the ground and your mind on Heaven.

With best wishes to all, I remain,
Leo L. Johnston,
Press Sec'y.

L. U. NO. 255, ASHLAND, WIS.

Editor:

Expecting that the members of this Local are looking forward for a letter to appear in this month's Worker, I will attempt to inform them as to what has happened since they heard from me last. At our last meeting a committee was appointed to see what arrangements can be made to secure a hall large enough to hold our annual ball. The members abandoned all hope of ever having any dance this year, but it seems that everybody you meet wants to know when the Electrical Workers are going to pull off their annual event known to the public as the Electrical Workers Ball. The demand has been so great that some of the members thought that it would be a wise move to see what the committee can do so as to make satisfactory arrangements and stage the well known ball Easter Monday or there about. The committee in charge will make a full report at our next meeting March the 9th as to what success they have had and if the report is favorable watch out for a gay time when the Electricians turn loose. President Manley also appointed a committee to draw up a wage scale and agreement for the linemen that are working for the Lighting Company of this city, as this Company is known for the poor wages they are paying. The Telephone linemen seem to be satisfied with conditions that exist so up to now nothing has been done for them. On account of lack of funds we were unable to send a delegate to the conference

held at Madison by the Wisconsin State Federation of Labor, but hope that the locals in the nearby localities will be well represented as it is of the utmost importance that organized labor particularly at this time, when they can demonstrate to the State Legislature the power of organized labor in demanding legislation in the interest of the working men and women of this state. Two important matters will be taken up at the time of the conference and that will be recommending the passage of the eight hour bill and endorse some law relating to unemployment. I believe that if the Wisconsin State Federation of Labor can secure over fifty percent of the locals to send delegates to this conference it will greatly help impress us on the minds of our law makers the importance of these laws. Through the efforts of the Trades & Labor Council of this city we have established a labor paper starting with a weekly and later develop into a daily the Ashland News, as it is known has the hearty support of the majority of Ashland's leading business men. The weather this winter has been exceedingly mild in this far north and prospects are that we might get an early Spring, and if that is the case I want to say that it can not come any too soon to suit me. There is some talk of the city contemplating a White Way in the business district and if that is the case it will mean some thing for some of our members. Besides that I understand that the Wisconsin Bell Company is going to rebuild this summer. That will also mean some thing to a few of us. I note with pleasure the writeup in the Journal about the dedication of Local 134's new hall. Right away I know that Brother Evans will make a good Rabbi, all he has to do is to let his whiskers grow and subscribe for Fords Dearborn Independent. I am sure he will "cut the mustard". If you have any doubts I can refer you to Boomer Davis, Grand Chief of the R. A. R. How about it Boomer?

Brother Al Vena the Local's highdiver made a twenty-five foot leap the other day that laid him up in the St. Joseph Hospital for a week or better. The facts are that the Brother was pulling slack and in that manner the pole broke and threw the brother a distance of twenty or thirty feet. Latest reports are that Al is up and around and feeling pretty good after the shaking up. Brother L. Nyhus took a gentle ride on the goat the other evening and the brother says that he would sooner fall off a fifty foot pole than ride that goat again, some ride Eh Lorence?

If everything goes alright until next month you will be able to hear from me again if the editor will stand for any more of my gab. Trusting that this will find many of my brother friends in good spirit, and wishing the Locals the best of luck. I remain

Fraternally,

S. J. Talaska,
Recording Secy.

P. S.—If this comes to the attention of Brother Jos. Hennessy of Superior, Wis., the noted Caveman, I would appreciate a few lines from him relative to those socks of mine.

L. U. NO. 291, BOISE, IDAHO.

Editor:

Well Brothers, if you are going to read this, put your feet up on a chair, put a pillow behind your head and prepare for about five columns.

Before I start on the main question, I want to call to your attention the fact that our journal shows the same faces month in and month out. This state of affairs should not exist. There is no craft

which should surpass us in our monthly journal. There is not one that has a wider field in which to choose for their reading matter. Then too, the bulk of our locals never contribute anything. Once in a while I see a new face but it soon disappears. Another thing that I miss is criticism. Criticism is essential to the progress of the Worker. It brings out the best that there is in a man. It tells him what his readers want and what they think of what he gives them. I would like to see every local in the Brotherhood contribute something each month. If each would, we would soon have a journal that would put all other trade journals in the shade. Therefor let each local elect a live wire as its press secretary and let him get busy and show us what he can do towards building up our journal. We can have the biggest, best, and most interesting journal in America if we want it. So lets all want it and get it.

This month I am going to try and give you the history of the why and wherefor of the union movement. There are any number of union men and union women who cannot tell why there is a union. I mean, the fundamental economic facts which underlie the union movement and which have brought the trade union into existence.

The spirit which is responsible for unionism goes back as far as man has any record of the social relations. The first union of laborers of which we have any record is the Chineses Stone Masons (the origin of the Masonic Lodge) but, to the best of my knowledge, there is little known as to the objects of their organization; but we may safely assume that economic reasons were responsible for its formation. As we read history we see the different economic stages through which the people passed.

From approximately 5,000 B. C. to 1850 A. D. the history of the laboring class has been one of abject slavery. In Egypt, the Pharaohs caused prisoners taken in war to build the pyramids and all other work which was done during their dynasty. But they did not limit themselves to prisoners of war only for their labor. The lower class, i. e., the laboring class, was compelled to slave their lives away, and in return they received barely enough to keep their bodies together in order that they might do more work. These conditions bred a discontent that never could be erased from the minds of the people.

We find the same conditions existing in Assyria, Persia, Greece, and Rome. Of the semi-ancient nations, Rome was the most cruel toward the working class. The people of the working class were not only compelled to till the fields, fight the various wars of conquest but were also compelled to fight each other to the death in the amphitheaters. Extortionate taxes were levied against them which took practically all of the things which they produced and brought them down to the level of the slave of ancient Egypt. Here again we see the feeling of discontent which brutality and oppression give birth to. With the decline of the Roman empire came the decline of chattel slavery as a world institution although it was reintroduced in the seventeenth century.

After chattel slavery, the feudal system was introduced. This was only a slight variation of its predecessor. Under the feudal system, the serf, the tiller of the soil, paid tribute to the feudal lord for protection from the bandits. In return for the protection, the serf became the slave of the lord. He must pay to him the majority of his crop, must be his soldier and his servant and pay allegiance to his lord in every manner and perform any service demanded of him. There was an-

other class of laborers under this system called the villians or villagers, so-called because they lived in the villages and were not tillers of the soil and were vassals of no particular baron. These people represented the craftsmen and merchants. Their labor organizations were known as guilds, the strongest of which were in Germany. With the introduction of the guild, we come to the early history of the present labor movement.

Under the guild system, the owner of the shop was the journeyman and the sole arbiter of the fates of those who were under him. The youth who was to learn any particular trade was bound out to a master for a long term of years. He went to live with the man to whom he was apprenticed and the master was granted full power over him. The guilds were not essentially trade unions, i. e., they were not formed for the sole purpose of bettering the conditions of the laborers but were essentially commercial organizations formed for the purpose of protecting the trade interests of the masters.

In the year 1848, a machine was invented which revolutionized the weaving industry. By the aid of this machine, hundreds were employed in the weaving of cloth where before one had been. This new condition brought the serfs from the farm and the villians from the villages to go into the factories as day laborers. More people rushed to the factories than could be supplied with work with the inevitable result that the labor market became overflowing resulting in the reduction of wages from the mere pittance which the workers received to practically nothing and in the lengthening of the work day.

Under the preceding systems of industry, the workers had at least been provided with enough of the necessities of life to keep body and soul together and enable them to produce more wealth for the master, but under the new system competition was established between the workers for the right to work. The result was that misery, hunger, and want were every day acquaintances of those who were forced to sell their labor in order to sustain life.

The guilds were unable to cope with the new era. Through their form of organization, they were powerless to alleviate the suffering and hardships which were the natural results of the introduction of machinery into industry, and its consequent flooding of the industrial centers with men, women, and children seeking work. A new method of organization must be found which would enable the workers to bind themselves together so strongly that they would be able through their organization to exert their united economic strength for their own betterment. This new organization was the craft union of today.

The weavers were the first to organize under the new system to be followed by the textile workers and the boot and shoe workers. The weavers next organized in the United States. Under this system, i. e. the craft union, the textile workers the boot and shoe workers, and the typographical workers organized. Through the various organizations, both in England and this country, industrial conditions were improved little by little. The twelve hour day was cut to eleven, the eleven to ten and so on until the eight hour day became practically nation wide. Wages and other conditions were also bettered in like manner. In time other crafts organized until at the present time, there is a union of practically every branch of labor.

The union movement is the direct result of economic conditions. The workers were forced through organized oppression to bind themselves together for their mutual protection into unions which were power-

ful enough to cope with modern industry. The spirit which was born when one man first forced another to work for him has been handed down through the ages to us to be handed down in turn to our posterity and keep the union spirit alive. That spirit has survived all methods of torture and will continue to do so. It cannot be suppressed. It is, we might say, one of the laws of Nature and is inherent in man. Therefore, the man or group of men who seek the destruction of Organized Labor will meet with no success in the final leg of the race.

Well boys, I expect that there will be quite a few of you who will disagree with me on the foregoing. Don't disagree where I can't hear you but put your objections into print and put the print into the Worker. That's one of the things that it is for.

Next month, I hope to take up the Arbitration Board which has been established as per the December Worker.

With best wishes until I see you next month, I am

Yours fraternally,

R. E. S.,
Press Secretary.

L. U. NO. 296, BERLIN, N. H.

Editor:

We have three press secretaries, but 296 has been missing from the Journal for some time. In the future we'll try to do better.

Right now we are all pretty busy getting ready for our Second Annual Concert and Ball, which will feature an even greater electrical display than we had last year. We have built a new flasher, and with the one we had last year we expect to open the eyes of the people of Berlin. It is hoped that some of the non-union electrical workers will be among those whose eyes are opened.

Work is pretty slack here just now. Some of the mills are working only four days a week. We have been fortunate. So far there has been enough work for the electricians. In the spring we expect better times.

Strange (is it?) that paper has increased in price while the mills are cut down to short time. Oh she's a great old system. Yes, indeed.

Fraternally,

John E. Keleber.

L. U. NO. 302, MARTINEZ, CALIF.

Editor:

Well Brothers since I am elected to perform this painful duty I will try and make it out in condensed form. I was foolish enough to ask the Brothers present when I was elected Recording Secretary if we had such an animal in the house tagged or labeled press secretary. Instantly all said no. But they said since there was no closed season in starting a game of tag and labeling said animal in the house, they would proceed to find the animal. And Brothers let me say right here it was the most unfair election ever held. They did not give anyone a chance to roll in one of those black balls.

All I heard was Molien carried and so ordered. I go on record as saying that if the same kind of an election was held to stop the world war 302 would have become famous. But for all the members' faults I wish to notify the world that 302 is some business local. And any time you doubt it start something.

We are right now in the midst of a fight with the Great Western Power Co. of California, seeking to convince them that it is cheaper to pay us the \$8.00 per day than to cut us to \$7.00, of which no

right thinking man with any gumption at all will stand for without protest. And you can bet your last dollar you never saw a cleaner job pulled in any state in the whole union. Every one to a man who carried a card in the I. B. E. W. came off.

Since times are pretty slack and quite a few men are out of work we have decided to put in force Article 23, Section 8 of the constitution for such a time as this controversy is on. But outside of that all, Brothers are welcome as we like to see new faces, as it helps to break the monotony. Also I wish to say we have never had a high board fence around this district, but you sure want to drop your traveler when you go to work or else beat it as we never let up on transgressors.

Also Brother, I wish to state before closing, that there was never a time in the whole life of organized labor when the men of all ranks should stand together as now.

It is my belief and of a great many more that we are on the brink of one of the greatest fights in all our history, all over the states if not the world. Let all your petty griefs go by the board and stand behind and push like h— on the one wagon and push in the right direction.

Here is hoping that the editor will kindly see fit to get this letter in the earliest edition when he finds everything proper, as he must excuse my first letter to his worthy Journal.

Will close wishing you all the best of luck and good wishes.

Harry W. Bennett,
Rec. Sec.

Local Union 302.

L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

Local 308, the sunshine local, is still on the job, but there is not much work here now. We have eight of the brothers on the loafing list, and would advise all traveling brothers to avoid Petersburg the present. We are also having a fight with the Rats.

Last summer we had one Rat shop here, but three more Rats have blown in here and have started to contracting, and we have reasons to believe that some of them have cards and are paying their dues to their home locals.

The Local gave a big Smoker last Thursday evening and was enjoyed by its entire membership.

On next Friday evening the Local will entertain its members and wives at a theater party.

We have an up-to-date labor paper printed here every week. The Local is at present working on its new wage agreement which will be presented to the local contractors on or before May 1. Brothers will try and give you some more dope in the April Worker.

Sincerely yours,
M. C. Driggers,
Press Sec.

Sunshine Local No. 308.

L. U. NO. 348, CALGARY, ALBERTA, CAN.

Editor:

The general outlook for this part of the country as regards work is fairly good for this year. The government telephone company is figuring on spending two million dollars in Alberta this year on construction work. A highline job consisting of one hundred miles is to be built through the Crow's nest Pass this summer. I understand that it will be a two-pole line with 22 feet crossarms—the same kind of a line that the Montana Power Co. usually

builds. I will write more about this job when I get definite information.

I understand that all the poles and machinery however, are bought and the Company expect to get the work finished by fall this year. All the linemen will have to be gotten elsewhere, for there are no idle linemen that are used to that class of work in this part of the country. If any brother wishes more information he can write us later.

We are making a special drive for ninety days in this district to gather in delinquent and new members. When one pries into different industries one finds that this district is very poorly organized and needs very close attention. However, the boys are willing to do all they can to make the drive a success.

The Telephone Operators are very poorly organized, but the good sisters are now working with members of Local 348 and results are expected soon.

We have not any of our agreements for 1921 through yet, but hope to soon, as we are not asking for very much. With best wishes to all the boys.

Yours fraternally,
Michael J. Coleman,
P. S.

Local 348, Calgary, Alta., Canada.

L. U. NO. 364, ROCKFORD, ILL.

Editor:

Just a few lines from Local 364 to let the Brotherhood know this is a very poor place to come at present, as our strike is still on. We have been out for the last ten months against the Open Shoppers but they haven't starved us out yet. We have them about broke or badly bent. The Building trade was very slow in backing us up and now several of the trades have received a notice that a 20 per cent cut was going into effect immediately. Now they are setting up and taking notice, and think they should have a strong Building Trades Council. Something we tried to drive into their heads. The plumbers and steamfitters could have won our strike in two weeks if they would have come out of one of the big shops that are hiring scab electricians. Now they are going to have a battle on their hands in that same shop. We are not blaming the plumber and fitters local so much as we are their International. The plumbers' and steamfitters' Locals both voted to come out but their International would not let them come out, but they can ask the Electrical Workers to come out in Detroit, Michigan, according to reports from there. We would like to call the attention to all Locals where outside contractors come into their town to watch out for Rockford contractors. There isn't any of them hiring union electricians. We have been informed that the National Contracting Co. or (Swords Bros.) have a job in Michigan City, Indiana, and are taking work out side of Rockford. We would like to have you write us anytime they land in your town. (They do not hire union-electricians).

We had a little more misfortune here. The linemen working for the Street Car Company were locked out, the company just received an increase in rates and then the Company notified the men a few days later that they were going to cut them \$15.00 to \$20.00 which would have given them the large sum of \$4.50 per day. As soon as the boys told them the B. A. would be up and see them they told the boys to pack up. But they wanted the foreman to be loyal to the company and stay. But he was a man and told them to go to H—. This broke their hearts. We are also giving them a fight.

Another thing we would like to bring to the attention of the Secretary is there are some of their members coming into Rockford and working for scab contractors and paying their dues in other locals. If you have any members that are paying dues from Rockford please write us and we will let you know what they are doing here. We are not excepting any travelers. Don't forget to watch for scab contractors from Rockford, Illinois.

Fraternally yours,

R. J. Landess,
Fin. Secy., B. A.

L. U. NO. 377, LYNN, MASS.

Editor:

As Local 377 has been conspicuous by its not having anything in the Worker for some months, owing to our Press Secretary seeking a warmer climate for the winter months, I have had his job wished onto me.

As to work here. It is the worst this winter than it has been for a good many years. So if any of the Brothers are thinking of coming this way, they had better stay where they are and save whatever money they have. All of our members have had to put their Rolls Royce over for the winter for want of money to buy gas. I think the spring will see us all extra busy though, as we are all looking forward to lots of work then.

We have the misfortune to have a lot of vest pocket Elec. in this city and can't seem to find out how to get rid of them. They all seem to be immune from rough on rats, so if any of the brothers know a good sure cure for them this local sure would appreciate to hear from them.

I hope you will give this letter a little space in the Journal so that the Brotherhood will know that we haven't gone out of existence all together. I will close now with best wishes.

Fraternally yours,
F. H. Donoghue,
Press Sec.

Local 377, Lynn, Mass.

L. U. NO. 382, COLUMBIA, S. C.

Editor:

My last letter to the Worker met the waste basket square in the face due to the fact that Uncle Sam can't get a letter to Washington, D. C., in three days and nights time from this berg. Everybody wants to know how is business now. Here it is in a nut shell. Rotten. We have two open shops here or rather two scab shops—Shannon Childs Electric Co. and Roy Elkins Contractor.

If at any future time you should see an ad for inside wireman from either of the above named shops, be sure you write this L. U. before even you think strong of coming this way. Remember we have several Brother members who are loafing and several who are out on travelers.

All L. U. I. B. E. W. will take notice to this. On or about the first of the month Brother H. G. Morgan's home with everything he possessed was burned to the ground. He and his wife and baby escaping with only their lives. Think what it would mean to you and your family to escape with only your night gown. This is an official appeal to all the I. B. E. W. If your L. U. has not received one of the circular letters sent out you can consider this an official appeal which has been indorsed by L. U. 382 I. B. E. W. and approved by the City Federation of Trades of Columbia, S. C.

L. U. 382 donated \$100.00 to Brother H. C. Morgan. But remember what a small wee bit this was, but it will help and so will any amount and don't pass up this

worthy appeal. Up until this time Brother Morgan has \$30.00 from two L. U.'s whose numbers will be published with amount in the next issue of this, our official Journal. Make all donations payable to H. G. Morgan and mail to R. H. Warrell, Fin. Sec. 1337, Assembly St., Columbia, S. C.

Since the above was written this Local has lost a valuable member by death. Brother C. B. Douglas of Parr Shoals, S. C. A copy in Memoriam will be found in this Journal on the Official page.

Conditions around here are getting worse. A few Brothers are loafing, and if you are thinking of coming this way, just take it from me you had better change your route.

I see conditions all over the country have slowed up and hundreds of thousands are out of work. We are all in high hopes that conditions will change in the next 60 days at least.

This will serve you all I hope for this month and I'll do better next time.

Fraternally yours,
L. A. Smith,
Press Sec.

L. U. NO. 476, SAGINAW, MICH.

Editor:

As time rolls serenely on with the month of February again here in all its splendor, I will endeavor in the same spirit to set forth the current events of the day.

Officers for 1921 were elected as follows:

President—T. Denner, 2nd term.
Vice-Pres.—O. Childs, 2nd term.
Fin. Sec.—I. McCoy, 2nd term.
Bus. Agent—C. Findlay, 2nd term.
Rec. Sec.—Wm. Burns, elected.
Foreman—R. Russell, elected.
1st Insp.—T. L. Smith, 2nd term.
2nd Insp.—F. T. Avers, elected.

In fact while the turmoil is upon us and a number of men are idle, their brains are not, and plans are being laid for a good spring and summer.

Wish all Local Union, International officers and those friendly to the Brotherhood "a happy new year."

I am,
Fraternally yours,
Irvin S. McCoy.

Financial Secy.
P. S. I see the operators have a Journal in the field. Come on boys, rally to their support.

L. U. NO. 635, DAVENPORT, IOWA.

Editor:

And now as I haven't seen my name at the end of a letter in the Worker for some few months, and I don't believe anyone else has, I guess maybe they might like to see it once again. So I'll just put in a few lines this time and sign my name and perhaps please everyone.

There is nothing unusual to report at this writing, that is of any special note, with the exception that as everywhere else, several of our members are on the unemployed list. A number of our former brothers who have been for some months past working elsewhere are beginning to come back home again, and although we welcome them and are glad to have our "old battlers" back again, it doesn't improve the employment situation.

As yet we have not met the bosses "to sign" up for after April 1st, 1921. But hope to soon.

In closing would say we would be glad to have again among us the presence of Brother Broach.

R. L. Naylor,
Press Sec. L. U. No. 635.

L. U. NO. 649, ALTON, ILLS.

Editor:

Having had the Press Secretary's job "wished" on me I'll try and scribble a few lines just to let the organization know that 649 hasn't petrified altogether. Last Monday a. m., our genial and efficient President Brother Riley Van was seriously and painfully injured by a fall from a tower truck while he was engaged in pulling up the slack in the trolley over a railroad crossing. He fell a distance of 15 or 18 feet and landed on his head and shoulder on the paved street. He was taken to the hospital where an examination showed that although no bones were broken his shoulder was dislocated and he was bruised and battered about the head and body. He is home again now, although it will be several weeks before he will be able to work again.

Brother Cooper has resigned his job with the Alton Gas & Electric Co. and has gone into the grocery business. We wish him well, but hope that he won't "profiteer." Although this is pretty much of an Industrial center the soft pedal has been put on work and unemployment is pretty general. Not much doing in the building line. Most of "Narrow Backs" are working, at least enough to keep the wolf from the door. Most of the linemen are working. Although the crews are of maintenance size only.

The Linemen Maintenance and Sub-Station men fixed up a new agreement with the Local Co. here. The new agreement shows a slight increase here and there and that helps some. Things are not as bad as they might be, but at that I wouldn't advise any brother to "float" this way.

If any of the Brothers of 589 read this tell the bunch that Mack says hello! and if they know the whereabouts of Brothers Newt Lawson and "Slim" Fletcher, as I lost their addresses after they had written me from "Flanders Poppies Fields," tell them to communicate with me if they are still alive.

I forgot to mention that our Mercurial Brother Herb Challacombe was pushed over for a touch-down and elected alderman in the first ward at last spring's election. He's a hustler all right and keeps in touch with everything, our city fathers do and some of the other folks not forgetting the volts and watts. We have enough union members of the City Council to make that body sit up and take notice and we expect to elect another one or two next time.

It seems to me that sometimes the prayers of the Just remains unanswered. For instance, I met several of the "Rough Necks" the other day and to put it mildly I will say they were simply praying for an old time sleet storm. I offered up a silent supposition with them, but old Boreas refused to perform and it still remains warm and dry.

Fraternally yours,

M. L. Watkins,

P. S.

Local No. 649.

L. U. NO. 659, DUNKIRK, N. Y.

Editor:

Wage reductions are now the order of the day, in every line of industry and manufacture the workers wages are being slashed right and left, without mercy. In our large cities the soup kitchens and the bread lines have again put in their appearance. In many cases the boys who went "Over There" and fought to make the world safe for Democracy, are now forced to find a place in a bread line or a soup kitchen in order that they may keep body and soul

together. This in a country that made one new millionaire for every three soldiers that died in France. In vain the workers appeal to governmental agencies, in vain they appeal to law making bodies for relief from a situation that is fast driving them into an intolerable state of serfdom. These agencies all turn a deaf ear to every appeal of the worker for relief.

And it is natural and proper that they should do so. What care they for the workers. They are well fed and taken care of. What care they that the children of the workers are ill fed and ill clothed? Their children (if they have any) are well taken care of, fed and clothed. No it is absolutely ridiculous for the workers to expect any relief from these paid hirelings of the American Kings and Dukes and Lords. The workers must wake up and learn to elect working class representatives to the Halls of Congress and State Legislatures. They must also capture the Federal Courts, Federal Judges must be elected by popular vote. If the workers desire to secure economic justice, they must first secure political power, they can not do this by voting the old party ticket. They must vote their own ticket.

Like beasts of burden they would load us
Like gods they'd bid their slaves adore
But man is man and who is more
Then shall they longer lash and goad us.

Chas. Costantino.

Local No. 659.

L. U. NO. 688, MANSFIELD, OHIO.

Editor:

Well, here we are again brothers with our letter for the Journal. Well the short month of the year gone by and leaving things just about the same. No agreement for the light boys yet, as old Henry is too busy trying to get a raise in car fare and keeps putting us off. The inside end of the Electrical game here is very quiet. Just a few of the brothers working.

Well at our worthy presidents request will add our officers names and address for the coming year, then dead end.

President, J. F. Kenton, No. 25 Williams Ave.

V. P., Glen B. Leonard, No. 16 Hedges Sa.

F. S., C. H. Beelman, No. 6 Wendemen Apts.

R. S., J. E. Fendrick, No. 577 W. Fourth St.

B. A., F. Hawkes, No. 8 1/2 E. Fourth St.

Wishing all locals nothing but success.

Fraternally yours,

H. C. Kinsley,

P. S.

L. U. NO. 718, PADUCAH, KY.

Editor:

This is to advertise three of our former members:

R. T. Rayborn...Card No. 463339 Cableman

H. PenixCard No. 463322 Lineman

D. L. Duncan...Card No. 463353 Lineman

These men were tried before the L. U. E. B., charged with Article XXXI, Section 3, and Article XXXII, Section 6 of the constitution. They were found guilty and were suspended for same.

All Local Unions will please take notice to this fact and in case any of these scabs happen to blow your way please treat them accordingly.

We have been out here for several weeks in the controversy with the Home Telephone Company. In the latter part of November we had Int. Vice-Pres. Hull with us here for the purpose of helping us get an organizing campaign started. We had only three or four members in this locality and of course it was neces-

sary for us to get some more members in order to hold our Charter. We had the probability of getting some ten or a dozen good men in the Local and when Mr. Hull had us lined up right we had 'em to. But while we were getting them the Company was getting lined up good and proper with the Open Shop Ass'n. They informed us that we would have to get rid of our cards if we wanted to work for the Home Telephone Company, as they had adopted the American Plan of Employment which we think is a closed shop to Organized Labor. Our delegates to the Paducah Central Labor Body took up the question of the attitude the Home Telephone Company was showing toward us and the Central Body appointed a committee to see the Officials in an endeavor to adjust this matter before it became worse. The result was the officials of the company refused to meet the committee from the C. L. U. They said they would have nothing to do with any Labor Organization and that the Central Labor Union was a ridiculous joke and that they did not intend to have them dictate to them in any way how to run their business. Later things were brought to a head by a question of painting. They told Brother C. R. Randolph a Switchboard Equipment man and Brother R. H. McElwraith a telephone repairman that they had to do a \$115.00 job of painting a terminal room. They refused to do it and were discharged for same. The rest of the men went out in sympathy with them. The following night a called meeting of the Central Labor Union was held and the Home Telephone Company was placed on the unfair list. So any one who is headed this way please do not come until you are further notified throughout the Worker. Well, I think this is about enough, but I will say that we are fighting hard here and expect to win as we have a Trade Union principle involved, and we will fight till Hell freezes over to win it.

With best wishes I am,

Fraternally yours,

P. D. Ford,

Rec. Sec'y. L. U. No. 718.

L. U. NO. 868, NEW ORLEANS, LA.

Editor:

All ye good brethren who read this with the expectation of seeing something good appear in the correspondence column of the Worker. will again be disappointed by the continuance of your reading of this article. As I have just been elected Press Secretary to represent Local Union No. 868 in these columns, so with this in view and with the kind and sympathetic permission of our able editor, I will begin my course as a diplomatic (dip) correspondent with the full privilege to act without reservation as to my own personal feelings (or anybody else's). Therefore I will begin first with the home of my Local, good old New Orleans, a present leader in industry with five locals of the I. B. E. W. Some representation, heh? I'll say so. They are No. 4 Linemen, No. 130 Wiremen, No. 832 Telephone, No. 868 Power House Men and No. 882 R. R. Men, and to my knowledge there are very few unorganized or unemployed electrical workers in the city of New Orleans. Working conditions down here seems to be satisfactory at this writing, but as we all know there is a lot more that could be conceded to labor without any material loss to any one. It is also my firm belief that we have struggled damn hard to gain what we have at present and under no conditions or proposals will our local give up what we now have in the line of wages or better working conditions.

I am at my next writing going to try and have our contract with the New Orleans Ry. and Lt. Co. appear in these columns so that you can give it the once over or more if need be. as I think it may be of value by comparing same with others, and will also ask those who read this to try and have their locals also appear in the next issue of the Worker.

With best wishes for the advancement of the Brotherhood, I am,

Fraternally yours,

John W. Dupart,

4018 Iberville St., N. O., La.

L. U. NO. 873, KOKOMO, IND.

Editor:

Work in this vicinity is as elsewhere on the bum. The out-look for the next year is bright. A number of jobs are going up that will be worth while. The Stone & Webster job blew up the first of the year and our outfit was knocked a "Dutch Curve" as were other crafts. The Pittsburgh Plate Glass Co. for whom the work was being done are sore and are going to try and finish the job with their non-union labor.

About two-thirds of the members are working; the shops are working seven hours per day that helps some. The other third went into the brick pressing business.

The bunch was peeved because they were bothered at their meetings so much, by dances, boxing matches and other things. So we procured a home of our own where we can meet in piece and have club privileges. Out went the fuse.

Yours in I. B. E. W.,

C. E.

L. U. NO. 912, COLLINWOOD, OHIO.

Editor:

Local 912 has not heretofore had a Press Secretary, but recently decided to appoint one, and, as they made yours truly the goat, I will try to fill the bill by showing how we work in a little entertainment along with our regular business.

The President appoints three members at each meeting to prepare a five minute talk or recitation for the next meeting. This has proven to be a great drawing card, in getting members to attend meetings, besides revealing a lot of unexpected talent among our membership. We have made use of this plan for the past two months, and up-to-date, only one member who was appointed has failed to respond.

A great many interesting things are brought out by these talks, one of which appealed especially to our President. The subject was, "Ten Ways to Kill Any Organization." This made such an impression that he ordered copies enough made, to present every member with a copy at our next meeting. I am enclosing a copy. I feel that if printed in the "Worker" it will be of great help to the entire Brotherhood.

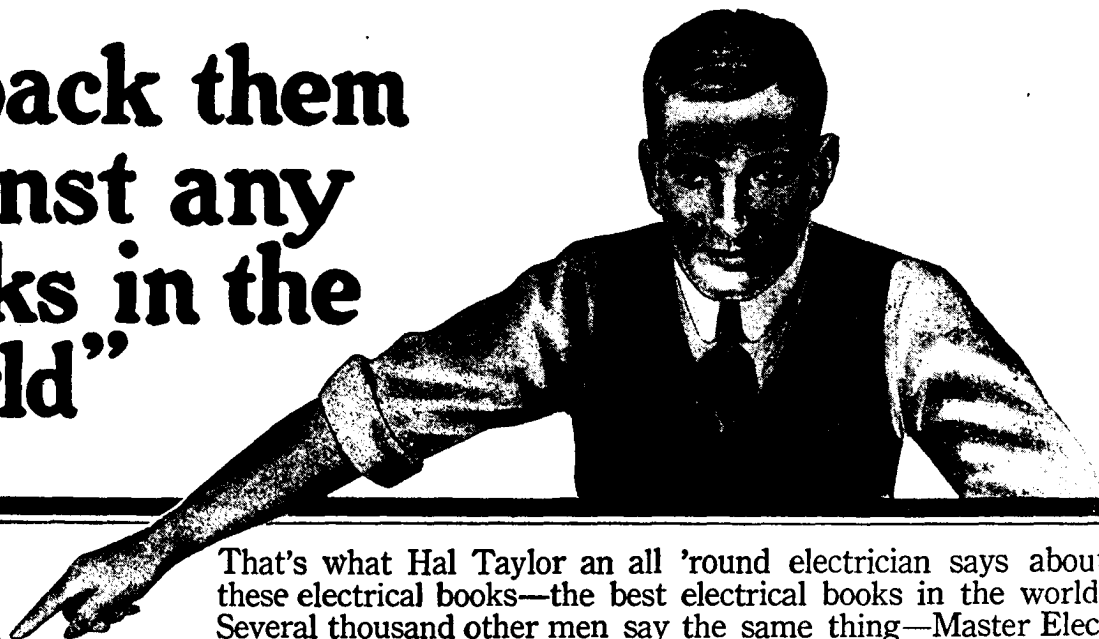
Our local was organized by Brother Lyons, in March, 1919, and that was the last time that there has ever been an International Representative at a meeting of this L. U. It may be that the Railroad boys are held in such high regard that the I. O. feels that they do not require guidance, but just the same we would welcome any I. O. officer, and would endeavor to profit by his visit.

Our membership is still growing and we expect to have every man in our jurisdiction a card man in the near future.

F. W. Evans,

Press Sec'y.

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Name.....

Address.....

Reference.....

L. U. NO. 917, MEMPHIS, TENN.

Editor:

I guess you will be surprised to hear from Local 917, but this is to let you know that we are not dead but still in the field.

Things do not look so bright here just at present as the Company has been reducing the force as all other railroads are doing at present. We look for increased business from now on, however.

We have a live local and any Brother passing through Memphis is cordially invited to make us a visit. Our meetings are always enjoyed as we have some very lively debates. If you do not believe this last statement ask Brother Griffith and Brother Grace.

Best wishes to the troubles of the Press Secretary and good luck to the rest of the Brothers.

Fraternally yours,

F. W. Bisland,
Press Secretary.

L. U. NO. 1002, TULSA, OKLA.

Editor:

Time to write again. Things have changed but very little since I last wrote. No new work of any sort in sight unless the Sands Springs light extends its high line from Skiatook to Barnsdall, a distance of twenty-three miles. Have been unable to find out when they are going to start. I see by the Brothers coming and going things are very dull all over the country. We have about twenty men out of work here at present. The coast must be going bad as the most men seem to be coming from that way. Stay a day or so and move on, and they are best class of men that one would care to meet. Sorry we are unable to do more for them. Brother Tex Spell has about quit the wood walkers and gone to skinning a gas wagon of his own. Luck to him. Brother Slim Connell has left us for eastern parts. Give him the glad hand Brothers. He is O. K. We have also Elrod Clevelan Jones, Billie Baird, Fred Gillette, Windy Fuller, Curley McMillian and a few more good ones. I cannot recall just now.

Here's hoping by my next letter I will have something better to offer. Best wishes to all.

Fraternally yours,
W. T. W.

L. U. NO. 1012, ELLENSBURG, WASH.

Editor:

Owing to the fact that it has been some time since L. U. 1012 has been represented in the correspondence journal, I will try and take up as least space as possible. As there isn't very much to enlighten the surrounding brothers, any more than that the Telephone Co. has tied up for the winter, and the Light Co. is not doing anything until spring. So the only life-saver was a 40-mile high line being built about 8 miles east by the farmers, calling to the Eastern Electric Co. and all the Brothers out were idle at the time, lost no time making it 100 per cent job. And unless they change the present crew it shall still be 100 per cent when they dead-end it. Believe me.

There is possibly 100 houses on this same job being wired, three of the brothers out on it working every day. We have organized a central labor council in the old burg once more and by the spirit shown so far I think the burg will be pretty well organized by spring.

With best wishes of prosperity to all L. U. and Brothers.

H. W. Bemler,
P. S.

L. U. NO. 1045, PAWHUSKA, OKLA.

Editor:

Just a few lines to the Worker as we have missed out the past couple of months. Well, after serving the past year in the chair we held our election on Jan. 4th, and after it was all over I found myself sentenced to serve the year of 1921 as F. S., B. A. and P. S. In fact this is a liberal bunch, that is in giving out jobs in the Local. What has become of all Southern Locals? Have they all the writers' cramps? Any one would think something was wrong when they look over the Worker this month. Brother I think we all take too little interest in the Worker. So let us all make up our minds to get a few lines in each month. It will be time well spent and will keep our unfortunate Brothers on the road posted. Don't be so selfish. I had a F. S. of a Local to tell me his Local would not permit any writing to the Worker as it might cause a few plasters to come in.

Now Brothers suppose we were all that way what would become of us. I have even known home guards to have to hit the road. It is a long lane that has no turn. Well 1045 is hardly a year old, but can say we have been getting along pretty well for a small local in a city of less than ten thousand population. We have nineteen members in good standing at present, but we only have five narrow backs working in the city. There is no building at all, just an old cottage once in a while. The great talk here is about the same as other parts of the country, that is, if the organized crafts will reduce the scale it will have a tendency to revive building activities and of course living necessities will come down later. I want to say right here when prices started to going up we had to fight to keep our salaries in nock of the prices of living, and I am not going to volunteer to reduce wages just to see if the price of living will be reduced and lots of building take place. I think the best policy is. We followed the prices up so let us follow them down.

I do not intend to be radical or say we will not stand for a reduction as I think all fair minded people, matters not what class they belong to is perfectly willing to stand for his share of loss in the readjustment of the country, but the laboring man does not want to be the goat. It is a settled fact—prices are coming down as we can see from the papers from other cities, but your grocery bill does not show it in Pawhuska, Okla.

Well I will ring off for this time, wishing all Locals and members the best of luck for the year of 1921.

Fraternally,
J. W. Twilley,
F. S.

L. U. NO. 1086, TACOMA, WASH.

Editor:

The old slogan of "saw wood and say nothing" seems to be mutually adopted by the members of 1086 with a renewed effort to keep all members up-to-date with the happenings of the Local and the F. S.

A railroad local whose members are scattered over 200 miles of the line is generally composed of three classes of members. First the "can't attends" who really can't; second the "won't attends," who absolutely refuse; third the "will attends," who, regardless of the raving about things done, and not done continue to attend.

If any one wanting to know what a Polar Bear thinks about ask any of the linemen working between Cle Elum and Cedar Falls. They can tell 'em. Not so

cold, but gobs of beautiful snow, they don't mind going out and fixing the line and pulling the trees off. It is the poor sub-station operator he thinks about who, sitting on the middle of his spine with his feet half way up the wall has to unwind himself, and go open the switch so the bloomin' horn will stop blowing, and then do it all over again when the lineman has finished.

Any brother who is contemplating a trip to this part of the country to work on any big water-power project, had best be sure of his job before coming, because as yet most of them are still in the dream stage, and there are quite a few "twisters" here waiting patiently for them to begin.

1086 is very proud of the fact that they have been able to reduce the dues from \$4.00 to \$3.00 per month, on account of a deformity in the way of a debt. She had an awful appetite when first born. Dr. Josselyn, F. S. says the reduced diet will be sufficient to insure good health.

Our shopmen are bucking old H. C. of L. with three days a week off in which to figure out all the good things the Republicans have promised them.

All right 152 I'm listening. Go ahead.
Yours fraternally,

Everett Moore,
P. S.

L. U. NO. 1126, LEWISTON, MAINE.

Editor:

We, up here in the pine tree state, is a small local newly organized about three months. The boys are up and digging up new members and approaching the contractors as to their feeling towards our new union. At this writing it looks before a short time we will make this town a 100% for the electrical worker. If we could have an organizer sent in here and help us make a new agreement and help us to sign up the contractors. I think in about a week or two he would about clean up the city.

Anyway we now work an 8-hour day, 48 hours week, \$5.62½ per day. The helpers receive about 50c per hour.

We are now up against our first real strike. The Lord Co. of Boston are doing a \$55,000 on the Bates Mfg. new addition. The union in Boston declares the electrical contractor unfair and we took our men off the job. We had 15 men working there. Nothing has stirred for a week. Brother Capelle from 103 was sent up here from Boston and is now working and trying to straighten out this job satisfactory to us and the Boston union. General Business Agent of the Building Trades is sick in bed and he has sanctioned Brother Capelle to act as general agent for all trades on this job. I attend and put in my time at these conferences and at this time it looks as if we can straighten out this job satisfactory to us and the Boston local.

I remain,

Fraternally yours,

Charles F. Griffin,

President L. U. 1126, Lewiston, Maine.

BRITISH LABOR AT THE OPENING OF 1921.

Exclusive Correspondence of "Electrical Workers' Journal."

The year 1921 opens with a very serious outlook for British industry and industrial workers. Last year things were going swimmingly both for the worker and the employer, until the year was

more than half over. Then the turn for the worse began. The poverty stricken nature of most of the countries of Central Europe cut off a great amount of custom for English traders, while people at home and elsewhere abroad began to kick finally against high prices. Over-speculation, the crushing burden of war taxation, and other things helped to hasten the debacle. Factories, workshops, mills, etc., began to close or go on short time, and as the closing months of the year came along the decline in industry became greater. The year ended with somewhere about a million men and women out of work whilst a very large amount of the remainder of the industrial population is now working on short time. This means, as in the textile district, sometimes as low as two days a week, with a corresponding reduction in the weekly rates of pay.

The only industry that seemed to be keeping its end up was coal mining. The miners went back after their last strike, having secured their advance of 40 cents per day, with a promise of a further 30 cents per day if they increased the output of coal by the end of the year to a certain still bigger figure. The coal output had increased to the figures desired, and beyond it, and with the opening of the new year the miners became entitled to a further 30 cents per day. This they are now getting, but in connection with it a curious thing has happened.

The pool from which their raise in wages was being paid was fed by practically a levy on the price of coal exported from this country, the export price being always higher than the home or domestic price. With the world-wide slump in trade, however, and the fact that there has been an increased production of coal upon a market unable to absorb it all, the export price of coal has fallen away so much that the above-mentioned pool is threatened with extinction within a very short period.

Therefore the position is that the miners may in the course of a month or so find that by increasing their production and earning their increased rates of pay they face a position where there is no fund to pay the increased wages according to the Government scheme. There is no doubt the miners will very soon put that little matter right, but in the meantime the whole thing becomes a lesson in the craze for "increased production" even if there be a falling market.

Further, a word must be said about the unemployment menace in this country. Before the war we had our periods of unemployment, our lean years, and all that kind of thing. British working men of those days, however, took all that philosophically. They expected unemployment to happen along at intervals just as they expected the sun to shine and

the rain to fall. The unemployed of 1921, however, are of a very different temperament. They do not see, if they are willing to work, why they should be unemployed, and they question the whole system of things.

Quite half of them have been soldiers. They fought in the war and were told they were going to come back to a country fit for heroes to live in. As one of them has expressed it, the country at present is only fit for heroes to die in. Amongst them, therefore, is a feeling of resentment and anger and there are not wanting leaders who are capable of fanning the embers of these things into flames.

The Government and the employing classes together, therefore, do not regard unemployment with their old easy fashion. There are no relief schemes worth mentioning, however, although roadmaking, foreshore reclamation, and the rest, have all been talked of. The Government scheme produced after much thought and delay is scarcely a thing of beauty. It proposes that all employers who are still working should put their whole staffs on short time in order to make room for the unemployed men and women. The idea is not detailed, but it can be presumed that the Government would like employers to put their present staffs on say a four-day week and import unemployed men into these factories for the other two days. The labor movement here regards the whole scheme as futile and foolish, as it would simply reduce every working man and woman to a poverty stricken level. If, therefore, they say, the Government intends to press forward this proposal and actually carry it out in its own dockyards, arsenals, etc., there must be no reduction in wages to the men and women put on short time. It is unlikely, however, that the Government will agree to this, so there is a very pretty quarrel working up.

The Labor Party's own proposal is that the Government or the employing classes should either find the men work on productive schemes or else give them maintenance of at least \$10.00 a week for a single man, with additions for married men and their dependent children. No one, of course, defends the system of doles or donation benefit, but Labor says the unemployed must not starve, and it is put down plainly that if they have no work they must be maintained.

What the employers principally feature just now are proposals for cuts in wages. Wages have been rising in this country ever since the war began and the rise has been a thing very unpleasant to observe on the part of a great majority of employers of labor here. The opportunity, they think, is now arriving for reductions. All the joiners in shipyards are out on strike against an attempt to

cut their wages by \$3.00 a week. In other parts of the country and in other industrial centers there are half a dozen things of this kind going on, leading usually to strikes. On the other hand, claims for advances in wages are still being put forward but are turned down and generally postponed. The men of the engineering and ship-building trades, for example, have been negotiating for the past six months for a further 12 cents per hour. The negotiations began when trade was busy and the employers were piling up profits hand over fist. The thing has been allowed to drag on, however, and now the unions have agreed to postpone their claims for a further six months.

One of the most interesting of trade disputes that marked the closing of last year was in connection with the Electrical Power Engineers' Association. Members of the society are technical, supervisory, and executive engineers at electrical undertakings. They scarcely as yet associate themselves in thought with the trade unions of manual workers, but like other associations of the same class of men are gradually moving in the right direction.

During last year the Labor party called several conferences at which representatives of this class of association of supervisory worker attended and an attempt was made to build up the federation of this so-called black coated proletariat to work in connection with the trade union movement. The scheme failed for the time being, but during the year it was clear that a very large number of these associations of executive workers, etc., were seeking to get into closer touch with the general movement amongst manual workers.

The Electrical Power Engineers' Association threatened to withdraw its members on December 14th from all the big undertakings unless there was a settlement of the dispute which had arisen over the new wage schedule. The whole of the municipal and private electrical undertakings of 1,000 kilowatts and over in England, Scotland, Ireland and Wales were involved, the total number in London being 240.

The men's grievance was well founded. A joint board of employers and employed had recommended a new schedule of wages or salaries which should have come into operation somewhere about last July. The majority of the employers, however, failed to adopt the schedule and after months of fruitless negotiation the electrical engineers issued their ultimatum. After that a great many of the employers, whether municipal or private, began to fall into line and eventually the strike was averted by the interposition of the Ministry of Labor.

In the end the majority of the under-

takings put the new schedule into operation, the thirty or forty businesses remaining outside being left for the Ministry of Labor to deal with. There may yet be a withdrawal of electrical engineers' labor in connection with these particular concerns.

New figures have been published recently giving the position of British trade unions at the end of the year 1919. These show that there are now in this country trade unions with a total membership exceeding 8,000,000 men and women. This, of course, is the greatest figure ever recorded. The total population of the United Kingdom is 45,000,000 men, women, and children, and it scarcely seems possible, therefore, that there can be anything now except an infinitesimal number of actual manual workers outside the trade union ranks.

There will certainly be some further increases when the 1920 figures are published, but as these statistics are generally belated we do not expect them till about the end of the current year. It should be borne in mind, of course, that the trade unions here now cover classes of workers other than the manual ones. For example, there is the National Union of Clerks, and there are large unions of men of the retail clerk type. Not so many years ago these men looked askance at the trade union movement, but they are now amongst the most valiant supporters of it. Furthermore, there is the movement mentioned above, whereby the supervisory and executive workers are rallying towards trade unionism.

It seems to be a pretty generally accepted thing in this country that what is called workers' control of industry is coming along quickly, in, of course, a more or less modified manner. On the railways, in fact, the scheme is already drawn up, although the railway magnates intend to fight it tooth and nail. The Government is, however, committed to this proposal and it will happen along in due course during the present year. We shall then see representatives of every grade of railway worker, down to the trackman, sitting on the boards of management along with the old-time, wealthy directors and vice-presidents. And then we shall no doubt see other strange things.

THE HAMMOND MASSACRE.

Private gunmen and city police, of Hammond, Ind., who shot and killed four members of organized workers in one of the coldest blooded murders on record, also shot and seriously wounded twenty other members of labor unions, will not get away from the courts as easy as they think. The killing of these four, two of whom were Carmen, one Blacksmith, and

one a Laborer, occurred at the time the steel strike was on. All of these men belonged to the bona fide organizations affiliated with the A. F. of L., and had been on strike for sometime to resist unbearable working conditions and a low rate of wages, forced upon them by the Standard Steel Car Company, of that place, while the officers of that concern were then being investigated and questioned by a congressional committee, in which a war graft scandal involving the sum of \$27,000,000 was charged.

One of the murdered men, Lawrence Dudeck, had been a returned soldier from over seas, saw active duty in France, fighting for this country, then came home, joined the organization after securing employment, and was with the strikers when they were attacked by a portion of the police and private gunmen, at a place six squares from the plant, was shot in the back and killed outright. The authorities did not investigate the murder, but the coroner did hear a part of it and referred the case to the grand jury. Now the court prosecutions are a certainty.

A committee of International Representatives of the organizations involved was at once selected, and M. W. Martin, Editor of the Journal printed by the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, was made Chairman. To him fell the task of seeing that funds were provided with which to bring about the prosecution of the guilty parties.

Acting in that capacity Chairman Martin has been very busy with the attorneys who have the cases in charge. Joseph R. Roach, of Indianapolis, Ind., one of the kind upon whom organized labor can depend for deep probing and untiring efforts to send the guilty ones to prison, is the chief counsel. He has filed eight suits in the courts, and four of them are to be called during the latter part of the week of February 7th. He also has promise from the courts that his plea for a rigorous investigation into the method employed to bring about this shooting, shall take place.

Some sensational developments are expected during the hearing. Attorney Roach will prove that the weapons carried by the gunmen on the morning of the shooting were Winchester Automatic shot guns, then the property of the United States Government. Other developments that will startle the broad minded thinking citizens of this country, people who are not ready to accept everything that capital prints in the kept press as being absolutely true, will be brought to light. Congress will be asked to investigate certain features of the murder, and perhaps the records of congress may contain some reference to the shocking tragedy.



These four were members of organized labor—belonging to organizations affiliated with the A. F. of L.—the last a laborer. Note the last coffin, containing the remains of a returned overseas soldier. He was buried in his uniform. The coroner's investigation revealed the fact that these men were shot in the back.

STEEL MILL WORKERS NOT BLAMED.

An Additional Comment by Religious
Writers who Review Report of Industrial
Relations Committee Investigating Strike, Working
Conditions and Hours.

(From Central Christian Advocate, October 20, 1920.)

The printing of the report of the Interchurch Committee, headed by Bishop F. J. McConnell, has long been overdue. The analysis of it, containing its findings, has been in type for weeks and has been crowded out even when already in the "forms." The "findings" are printed to-day and will produce a deep impression on all candid minds.

It is understood that powerful influences undertook to suppress the report; it seems they did delay its publication. It is charged that a certain resentment at the conclusions of the report was responsible for the failure of the Interchurch Eastern Campaign, heavy interests withdrawing expected support in large subscriptions to the Interchurch cause. If this was a fact, the martyrdom of the Interchurch was in a good cause. To have failed to have reported back to the Church of Christ in this land what it found to be the facts as the investigation of the steel strike revealed them, would have been a betrayal of Christ to Mammon. The committee on investigation did not have as chairman a man who had learned the sycophantic art of the suppliant knee. Hardly. With Francis J. McConnell as chairman, the committee might be expected to make no use of the whitewash brush, or look only after it had placed blinders on at least one of its eyes. In consequence the report has made a sensation. The fundamental grievances of the workers which brought on the strike, as discovered by the McConnell Committee, were found to be excessive hours; the boss system; no right to organize or to representation; the twelve-hour day was in effect to a marked degree; unskilled labor underpaid; and the corporation failed to adopt the recommendations of the War Labor board. During the strike civil rights were ignored, it is asserted, and a sort of Prussianism prevailed.

These and other disturbing causes are set forth in our summary in this issue. It is unnecessary to dwell upon them unless it be to look into one sample excuse offered by the steel magnates for a condition that was next to inhuman if not actually so. Take, then, by way of illustration, the excuse for imposing twelve hours a day. "Only two excuses were offered to the commission for the twelve-hour day: labor shortage and workmen's

preference. On analysis we shall see that both are baseless and that the true causes concern much more the helplessness of disorganized immigrant labor."

As to the excuse that the twelve hour day is due to the shortage of labor, President Williams of the Carnegie Steel Company is quoted as saying that 50 per cent or 26,000 more workers would be required to put in three shifts on the eight-hour day in the Carnegie plant, which employed 55,000 men and that, if the labor could be had, 20,000 more houses would be required for it. While other steel men agreed Mr. Gary wrote the commission that only 16 2-3 per cent more men would be required.

However, the steel masters themselves admitted that this shortage of labor was due to the fact that Americans would not work the 12-hour day. Employment managers said that it was a problem of getting Slavic, Greek, Italian and Turk labor which will work the 12-hour day, or even of admitting Chinese coolie labor into the country. It was also admitted that were the 12-hour day eliminated, a great many Americans would come back to the industry.

The engineers' report on the steel industry showed that:

"In sum, the 12-hour day is the most iniquitous of the by-products of the corporation's labor policy; which is to get cheap labor and keep it cheap. *The corporation baits floating labor with the wage possibilities of excessive hours, does nothing to combat the drainage of money out of the country by the smaller fraction of the incorrigibly un-American immigrant; and for the greater bulk of immigrants who want to be Americans it imposes un-American hours.* In the light of 13 years' history of 'eliminating' the seven-day week, the conclusion seems unescapable; that the Steel Corporation moves to reform only when it has to. It must be added that if the 12-hour day is bad for the country, *the government is to blame*, and as long as it fails to tackle the 12-hour day, it imposes upon the trade unions alone the humane task of moving the Steel Corporation in the direction of reform."

The report alleged that:

"Americanization is a farce, night schools are worthless, Carnegie libraries on the hilltops are a jest, churches and welfare institutions are ironic while the steel worker is held to the 12-hour day or the 14-hour night. *Not only has he no energy left, he has literally no time left after working such schedules. He has not even time for his own family.*"

The report shows that in 1919 out of 341 immigrant workers enrolled in nightly English classes for foreigners in the South Chicago public schools, 169 were obliged to drop out for reasons connected with hours.

"Americanization of the steel workers cannot take place while the 12-hour day persists. Human being un-Americanized by the 12-hour day in such scores of thousands are a stiff price paid by America for the profits of steel companies."

As unescapable recommendations the report urges: "That the 12-hour day is a barbarism without valid excuse, penalizing the workers and the country; *that the church and every other American institution has a duty to perform to the immigrant worker* and that this duty cannot be fulfilled until the 12-hour day is abolished, and that effective elimination of the 12-hour day must and can be initiated and worked out only by (a) the United States Steel Corporation in free co-operation with the workers, and (b) the federal government.

The report strips the Steel Corporation of any support whatever for its claim for a twelve hour day.

This is significant also in another direction: the report shows that the shortening of hours has been brought about not by the employing class, nor by the government, but the labor unions. If this be a fact, and the authority for the statement seems final, it is one of the achievements that place humanity in debt to the organized solidarity of labor as seen in the labor union. Pursuant to this, the finding of the engineers adds:

"Moreover, the conclusion is unescapable that a real cause of the persistence of the 12-hour day and the seven-day week is the defenselessness of the unorganized immigrant worker. Again the government, as much as the Steel Corporation, is to blame and *again the corporation and the government have seen fit to leave the field of reform to the trade unions.*"

The report shows that both home life and Americanization are a farce to the man who is bending his back. To put it otherwise, it has brought Public Opinion to a consciousness of conditions intolerable, un-American and un-Christian. And we have come to a point in these later days where Public Opinion will not be trifled with on economic matters touching human well being and human justice.

What shall be done? Of course in those four words lie the nexus of the whole question. If we say it is impossible to answer it—and we do say it—we do not say that it is impossible to begin to answer it. There are those who say there is a class struggle abroad, and that this class struggle is a class war. No one can deny it. It is a fact; but is not universal. Even industrial unrest is not universal. When we sit down and quietly think the matter over we discover that fact. The unrest of this time is not universal. On the other hand it is nearly so. And the task of statesmen in industry today, the big employers the corporations,

and for the big chiefs of labor, is to find some way out—if such can be found. A strike on the one hand and a lock-out on the other, is in each instance a use of coercion; and coercion is not a solution of anything. It would seem that the terrorism in Ireland is a sufficient demonstration of the futility of coercion when worked out even to the extremes of civil, guerilla war.

CONCLUSIONS OF THE STEEL STRIKE REPORT.

Interchurch World Movement Commission.

1. The conduct of the iron and steel industry was determined by the conditions of labor accepted by the 191,000 employees in the United States Steel Corporation's manufacturing plants.

2. These conditions of labor were fixed by the corporation, without collective bargaining or any functioning means of conference; also without aboveboard means of conference also without aboveboard means of learning how the decreed conditions affected the workers.

3. Ultimate control of the plants was vested in a small group of financiers whose relation to the producing force was remote. The financial group's machinery of control gave it full knowledge of output and dividends, but negligible information of working and living conditions.

4. The jobs in the five chief departments of the plants were organized in a pyramid divided roughly into thirds; the top third of skilled men, chiefly Americans, resting on a larger third of semi-skilled, all based on a fluctuating mass of common labor. Promotion was at pleasure of company representatives.

5. Rates of pay and other principal conditions were based on what was acceptable to common labor; the unskilled and semi-skilled force was largely immigrant labor.

6. *The causes of the strike lay in the hours, wages and control of jobs and in the manner in which all these were fixed.*

7. *Hours:* Approximately one-half of the employees were subjected to the twelve-hour day, approximately one-half of these in turn were subjected to the seven-day week. Much less than one-quarter had a working day of less than ten hours (sixty-hour week).

The average week for all employees was 68.7 hours; these employees generally believed that a week of over sixty hours ceased to be a standard in other industries fifteen to twenty years ago.

Schedules of hours for the chief classes of steel workers were from twelve to forty hours longer per week than in other basic industries near steel communities; the American steel average was over twenty hours longer than the British.

which ran between 47 and 48 hours in 1919.

Steel jobs were largely classed as heavy labor and hazardous.

The steel companies professed to have restored practically pre-war conditions; the hours nevertheless were longer than in 1914 or 1910. Since 1910 the Steel Corporation has increased the percentage of its twelve-hour workers.

The only reasons for the twelve-hour day, furnished by the companies, were found to be without adequate basis in fact. The increased hours were found to be a natural development of large scale production, which was not restricted by public sentiment or by organization among employes. The twelve-hour day made any attempt at "Americanization" or other civic or individual development of one-half of all immigrant steel workers arithmetically impossible.

8. *Wages:* The annual earnings of over one-third of all productive iron and steel workers were, and had been for years below the level set by government experts as the *minimum of substance* standard for families of five.

The annual earnings of seventy-two per cent of all workers were, and had been for years, below the level set by government experts as the *minimum of comfort* level for families of five.

This second standard being the lowest which scientists are willing to term an "American standard of living," it follows that *nearly three-quarters of the steel workers could not earn enough for an American standard of living.*

The bulk of unskilled steel labor earned less than enough for the average family's minimum subsistence; the bulk of semi-skilled labor earned less than enough for the average family's minimum comfort. Skilled steel labor was paid wages disproportionate to the earnings of the other two-thirds, thus binding the skilled class to the companies and creating division between the upper third and the rest of the force.

Wage rates in the iron and steel industry as a whole are determined by the rates of the United States Steel Corporation. The Steel Corporation sets its wage rates, the same as its hour schedules, *without conference* (or collective bargaining) with its employes.

Increases in wages during the war in no case were at a sacrifice of stockholders' dividends.

Extreme congestion and unsanitary living conditions, prevalent in most Pennsylvania steel communities, were largely due to underpayment of semi-skilled and common labor.

9. *Grievances:* The Steel Corporation's arbitrary control of hours and wages extended to everything in individual steel jobs, resulting in daily grievances.

The corporation, committed to a non-union system, was as helpless as the workers to anticipate these grievances. The grievances, since there existed no working machinery of redress, weighed heavily in the industry, because they incessantly reminded the worker that he had no "say" whatever in steel.

Discrimination against immigrant workers, based on rivalry of economic interests, was furthered by the present system of control and resulted in race divisions within the community.

10. *Control:* The arbitrary control of the Steel Corporation extended outside the plants, affecting the workers as citizens and the social institutions in the communities.

The steel industry was under the domination of a policy whose aim was to keep out labor unions. In pursuit of this policy, blacklists were used, workmen were discharged for union affiliation, "undercover men" and "labor detectives" were employed and efforts were made to influence the local press, pulpit and police authorities. *In western Pennsylvania the civil rights of free speech and assembly were abrogated without just cause, both for individuals and labor organizations. Personal rights of strikers were violated by the state constabulary and sheriff's deputies.* Federal authorities, in some cases, acted against groups of workmen on the instigation of employes of steel companies. In many places in western Pennsylvania community authorities and institutions were subservient to the maintenance of one corporation's anti-union policies.

11. *The organizing campaign of the workers and the strike were for the purpose of forcing a conference in an industry where no means of conference existed;* this specific conference to set up trade-union collective bargaining, particularly to abolish the twelve-hour day and arbitrary methods of handling employes.

12. *No interpretation of the movement as a plot or conspiracy fits the facts;* that is, it was a mass movement in which leadership became of secondary importance.

13. Charges of Bolshevism or of industrial radicalism in the conduct of the strike were without foundation.

14. *The chief cause of the defeat of the strike* was the size of the Steel Corporation, together with the strength of its active opposition and the support accorded it by employers generally, by government agencies and by organs of public opinion.

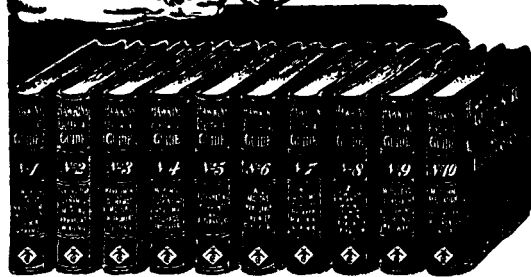
15. Cause of defeat, second in importance only to the fight waged by the Steel Corporation, lay in the organization and leadership, not so much of the strike itself, as of the American labor movement.

16. The immigrant steel worker was led to expect more from the twenty-four

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international unions of the A. F. of L. conducting the strike than they, through indifference, selfishness or narrow habit, were willing to give.

17. Racial differences among steel workers and an immigrant tendency toward industrial unionism, which was combated by the strike leadership, contributed to the disunity of the strikers.

18. The end of the strike was marked by slowly increasing disruption of the new unions; by bitterness between the "American" and "foreign" worker and by bitterness against the employer, such as to diminish production.

COUNCIL ON INDUSTRIAL RELATION FOR THE ELECTRICAL CONSTRUCTION INDUSTRY.

What is the Council on Industrial Relations for the Electrical Construction Industry?

The Council is a body composed of five electrical contractors, appointed by and representing the N. A. E. C. & D. and five representatives of the I. B. E. W.

The Chairman for the year 1921 is Mr. L. K. Comstock, who is also Chairman of the Labor Committee of the N. A. E. C. & D.

The Secretary-Treasurer is Mr. F. J. McNulty, who is also Chairman of the Executive Council of the I. B. E. W.

The members of the Council's Executive Committee are the two officers above named, Mr. A. J. Hixon of Boston and Mr. W. A. Hogan, Treasurer of the I. B. E. W.

What was the origin of the Council?

At its July 1919 Convention in Milwaukee, the N. A. E. C. & D. adopted the Declaration of Principles considered to be fundamental in right industrial relations. The Convention also authorized the National Executive Committee to appoint a Committee of five to confer with a similar committee, if appointed, by the I. B. E. W. and to recommend means by which the principles adopted might be put into practical operation.

At its September 1919 Convention in New Orleans the I. B. E. W. adopted the same Declaration of Principles, authorized the appointment of a Committee of five with power to proceed with any program that might be adopted by the Conference Committee.

The two committees met in January 1920 and recommended to the Executive Committee of the N. A. E. C. & D. that a National Joint Council be created and that the representatives of the N. A. E. C. & D. and the Joint Conference Committee be authorized to designate themselves as the representatives of the N. A. E. C. & D. on the proposed Council. The recommendations were adopted and

the Council held its first meeting on April 20th, 1920 in Washington.

What were the Principles adopted by the N. A. E. C. & D. and the I. B. E. W. as fundamental in right industrial relations?

The Declaration of Principles as adopted is as follows:

PREAMBLE.

The vital interests of the Public and of Employee and Employer in industry are inseparably bound together. All will benefit by a continuous peaceful operation of the industrial process and the devotion of the means of production to the common good.

PRINCIPLES.

1. The facilities of the electrical industry for service to the public will be developed and enhanced by recognition that the overlapping of the functions of the various groups in the industry is wasteful and should be eliminated.

2. Close contact and a mutually sympathetic interest between employee and employer will develop a better working system, which will tend constantly to stimulate production while improving the relationship between employee, employer and the community.

3. Strikes and lock-outs are detrimental to the interests, alike of employee, employer and the public and should be avoided.

4. Agreements or understandings which are designed to obstruct directly or indirectly the free development of trade, or to secure to special groups special privileges and advantages, are subversive of the public interest and cancel the doctrine of equality of rights and opportunity, and should be condemned.

5. The public interest is conserved, hazard to life and property is reduced, and standards of work are improved by fixing an adequate minimum of qualifications in knowledge and experience as a requirement precedent to the right of an individual to engage in the electrical construction industry, and by the rigid inspection of electrical work, old and new.

6. Public welfare, as well as the interests of the trade demands that electrical work be done by the electrical industry.

7. Cooperation between employee and employer acquires constructive power, as both employees and employers become more completely organized.

8. The right of employees and employers in local groups to establish local wage scales and local working rules is recognized, and nothing herein is to be construed as infringing that right.

What is the official title of the Council?

At its second meeting the Council adopted the following resolution:

That the name of this body, created by the joint action of the National Association of Electrical Contractors and Dealers and the International Brotherhood of Electrical Workers (herein after called the Member Organizations) shall be "The Council on Industrial Relations for the Electrical Construction Industry in the United States and Canada," to be referred to as the "Council".

How is the Council organized for continued life and the transaction of business?

At its second meeting the Council adopted the following resolutions:

That the Council shall consist of five representatives appointed by each of the Member Organizations.

That two of the present representatives of each of the Member Organizations shall serve for one year and until their successors are appointed; that three of the present representatives of the Member Organizations shall serve for two years, and until their successors are appointed; and that thereafter each member organization shall appoint alternately each year two representatives and three representatives all to serve two years and until their successors are appointed. The Member Organizations shall appoint representatives to fill vacancies in the Council caused by the death or resignation of representatives.

Representatives shall serve without compensation from the Council.

Either Member Organization may withdraw its Representatives from the Council on four months written notice to the other Member Organization.

That the Council shall meet upon call of the Chair, or on written request to the Chair by three members.

That all meetings of the Council shall be open to the public.

That a quorum shall consist of three of the representatives of each Member Organization. The representatives of each Member Organization present at any meeting shall have the right to cast the votes of absent representatives, and in the absence of a quorum shall appoint one alternate to take the place of an absent representative.

That the Council shall hold an annual meeting for the election of officers in April of each year.

That the Council shall elect at its annual meeting a Chairman, a vice-Chairman, an Executive Secretary, a Treasurer and two members of the Executive Committee. The Executive Secretary and Treasurer may be the same person. All officers shall serve one year and until their successors are elected. An officer may succeed himself.

That the Chairman, the Vice Chairman and the two other Council Members elected by the Council at its annual meet-

ing shall constitute the Executive Committee. When the Council is not in session, the Executive Committee may exercise any and all powers of the Council.

That the Council may appoint such Committees from time to time as may be considered advantageous by the Council in promoting the purposes of the Member Organizations in creating the Council. The Council may delegate special powers to any committee it appoints. The Council may appoint on Committee or may allow Committees to select such persons of special knowledge, not members of the Council, to serve in a consulting capacity, as may best serve the Council's purposes. The Council may appoint from time to time Committees for special study and research. The Chairman of each such Committee shall be a member of the Council but the members of any of them may be persons not members of the Council who have special knowledge of the matter or subject to be studied. All such Committees shall report their findings and recommendations to the Council.

All officers shall serve without compensation. The Council may rent a suitable office and purchase or otherwise acquire equipment for it; and it may hire such persons as may be needed to perform the office work incident to the operations of the Council.

The expenses incurred by the Council shall be born equally by the Member Organizations.

What is the broad purpose of the Council?

The losses suffered by employers and employees in the building trades and by the public generally as the result of the strikes and lock-outs growing each year reaches an appalling figure. The century old struggle for economic advantage between employers and wage workers has given birth to and stimulated the growth of powerful organizations on both sides. These organizations have employed the strike and lock-out as weapons of offensive and defensive warfare. The common purpose has been to dominate. Instead of being instruments for construction collective action, these organizations have sought to accumulate power for collective action that has been destructive. They have made bad blood where, had they been differently motivated, they might have created good will and a spirit of cooperation. They have divided the industrial house against itself in bitterness and augmented a thirst for revenge, where they should have been moved by an impelling knowledge of their absolute interdependence for common future well-being. Call them what you will, employer and employee, or directive and directed labor, or management and labor, technicians and hand workers—neither can serve humanity or themselves

without the cooperation of the other.

Understanding this fundamental truth the Council conceived its purpose to be that of substituting cooperation for strife in the relations between employers and employees at least in the electrical construction industry.

This purpose is expressed in the following resolution adopted at the Council's second meeting:

Whereas it is the primary purpose of the two Member Organizations to remove the causes of friction and dispute, the Council conceives its principal function to be that of study and research to the end that it may act with the fullest knowledge of these causes, and that it may secure the largest possible measure of genuine cooperation between the Member Organizations and generally between employers and employees, for the development of the industry as a servant to society and for the improvement of the conditions of all engaged in the industry.

That the Council earnestly urge upon the Member Organizations and each constituent body of them, that reasonableness, patience, good will and a serious endeavor to see the merits and justice of claims put forward by the other party, which in this, as in all other efforts of men to substitute harmony for strife, are an indispensable foundation for co-operative effort, without which the Council cannot achieve success in its purpose. How does the Council function in settling disputes?

Emphasis should be laid upon the Council's consistency in its abandonment of the philosophy of power and struggle. It has clothed itself with no mandatory powers. It relies upon the theory that the public will think and act correctly when it has the facts. Publicity and public opinion are the only agencies by which the Council proposes to win recognition of and compliance with its pronouncements.

The Council has adopted the following rules under which it will serve as conciliator in disputes:

When a dispute arises which cannot be adjusted by the existing local machinery, and notice to that effect is received by the Secretary of the Council, from either of the parties to the dispute, the Secretary of the Council or the Executive Committee, after investigation, may, if circumstances warrant, request each side to submit the dispute to a Board of Conciliation to be composed of two representatives from each side, parties to the dispute, and one representative to be selected by the Council who shall act as Chairman but cast no vote.

The appointment of representatives by the parties to the dispute to act for them on the Board of Conciliation shall constitute a voluntary agreement between the parties to accept as an effective agreement

between them the unanimous decision of the Board of Conciliation.

If the Board of Conciliation does not reach an agreement it shall make a finding of the material facts and state the reasons why it has been unable to reach an agreement. The Chairman shall report such finding and statement to the Council and the Council shall determine the matters so submitted as arbitrator. If the Council reaches a unanimous agreement it shall report its decision back to the Board of Conciliation through its Chairman, and the Board shall then state the agreement between the parties to the dispute the same as if the Board itself had reached a unanimous decision. If the Council shall fail to reach a unanimous decision it shall make majority and minority report and transmit this to the Chairman of the Board of Conciliation who shall immediately publish them in order to inform the public of the material facts and the reasons why the Council has been unable to reach an agreement.

UNITED STATES RAILROAD LABOR BOARD.

Decision No. 90 (Docket 172).

Chicago, Illinois, Feb. 21. 1921.

Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen, Order of Railway Conductors, American Train Dispatchers Association, Railway Employees Department, American Federation of Labor, International Association of Machinists, International Alliance of Amalgamated Sheet Metal Workers, Brotherhood Railway Carmen of America, International Brotherhood of Electrical Workers, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of Blacksmiths, Drop Forgers and Helpers, Order of Railroad Telegraphers,

vs.

Missouri & North Arkansas Railroad.

Question—The Missouri & North Arkansas Railroad, the carrier party to this dispute, was a party to the dispute upon which Decision No. 2 was rendered on July 20, 1920, and paid pursuant to the decision, the wages determined therein to be just and reasonable, to February 1, 1921, and also applied the increased rates authorized by the Interstate Commerce Commission to provide adequate funds to the carriers to pay the said wages and for other purposes as set forth in Interstate Commerce Proceedings, Ex Parte No. 74.

On December 29, 1920, the receiver of this carrier notified the representatives of the organizations parties to this dispute that he could not continue the operation of the railroad on the basis of the then revenues and expenses, that every-

thing had been done to regulate expenses and revenue and avoid a loss except a readjustment of wages and that it would be necessary on February 1, 1921 to reduce wages to the extent of about \$25,000 per month. The representatives of the organizations were asked to be prepared to meet the receiver on or about January 20th and be prepared also to agree to a wage adjustment should it appear at that time that one was necessary.

On January 20th, accordingly, a conference was held in which the representatives of the employees stated that they could not accept any reduction of wages or any plan of donating time worked as suggested by the receiver. A counter proposition was made that a reduction in force be made that would equal the shortage in operating expenses. On January 20th the receiver notified the representatives of the organizations that no further reduction in force was practicable, that his only recourse to obtain the needed relief was a reduction in wages. He further notified them that, effective February 1, 1921, the rates of pay would be restored to the basis in effect April 30, 1920, the reduction to apply to every person employed by the said receiver.

On January 31, 1921 application for decision in this dispute was filed by representatives of the organizations concerned. It was claimed therein that the action of the receiver of January 20, 1921 in announcing a reduction of wages effective February 1st, without the consent of the employees interested and without submission of the dispute to this Board for hearing and decision, constituted a violation of Decision No. 2. Request was made that this Board require the carrier to rescind its announcement thus reducing wages, pending determination by this Board of the questions at issue.

A number of telegrams were exchanged by the receiver and the President of the Railway Employees' Department, A. F. of L., the latter making an effort to have the receiver rescind the announcement of reduction in wages.

The announcement was not rescinded. On February 8, 1921 the Board adopted a resolution, setting forth the matter in dispute and deciding that no change of any kind in the compensation established by Decision No. 2 should be made except by agreement between the parties until the dispute had been heard and opportunity given for the Board to decide. The Board set February 15th as the date of hearing and suggested that in the meantime the parties have further conference and make an effort on their part to reach an agreement.

On February 9, 1921 the receiver notified this Board that the order reducing wages effective February 1, 1921 would not be rescinded on account of the inability of the carrier to pay such wages.

The hearing was begun on February 15, 1921 and concluded on February 16th. At this hearing evidence of the financial condition was submitted and claim was also made that living costs were lower on the line of this carrier than on other railroads. This was the first occasion that any claim had been made by the carrier that the wage determined by this Board in Decision No. 2 were not now just and reasonable, except in so far as the justness and reasonableness thereof might be affected by the financial condition of the carrier.

Decision—In view of the fact that the record clearly shows that no conference has been had between the parties with reference to the justness or reasonableness of the wages fixed by Decision No. 2 of this Board, the Board does not deem it necessary to decide to what extent, if at all, a carrier's financial condition is a factor in the determination of just and reasonable wages to be paid by such carrier.

In the judgment of this Board the conferences heretofore held do not constitute a compliance with Section 301 of the Transportation Act, for the reason that no conference has been had between the parties with reference to the justness and reasonableness of the present wages.

It is the decision of this Board that it is without jurisdiction to determine the present dispute until Section 301 has been complied with by conference of the parties, the subject matter of which conference shall be whether the present wages are just and reasonable.

The Board further decides that further consideration of this dispute be deferred until it shall be made to appear that the parties have conferred and disagreed on the question of whether present wages are just and reasonable, based on the relevant circumstances as required by the Transportation Act, 1920, or until parties have refused to enter into conference on the said question.

It is the opinion of this Board that the action of the carrier in reducing wages February 1, 1921 after an application for hearing had been filed by the organizations interested was improper. However extenuating circumstances exist in this case particularly in that this Board failed to act in the premises prior to February 1st. For this reason the Board does not deem it judicious to proceed under Section 313 of the Transportation Act.

It is the decision of the Board that all employees including those who have been laid off on their being returned to service accept under protest the wages offered.

If the parties do not reach an agreement in the conference required by this decision the Board will set March 5th as the date of a further hearing of the dispute and will determine what wages

are just and reasonable with reference to the carrier and will make its decision effective as of February 1, 1921.

If conference is refused by the carrier, this board will proceed under Section 313 of the Transportation Act, 1920.

By order of

United States Railroad Labor Board,

R. M. Barton, Chairman.

Attest:

C. P. Carrithers, Secretary.

Chicago, Illinois, Feb. 21, 1921.

Decision No. 89 (Docket 142).

Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Order of Railway Conductors, American Train Dispatchers Association, Railway Employees Department, American Federation of Labor, International Association of Machinists, International Alliance of Amalgamated Sheet Metal Workers, Brotherhood Railway Carmen of America, International Brotherhood of Electrical Workers, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of Blacksmiths, Drop Forgers and Helpers, Order of Railroad Telegraphers, and United Brotherhood of Maintenance of Way Employees and Railway Shop Laborers,

vs.

Atlanta, Birmingham & Atlantic Railway Company.

Question—The carrier herein was a party to Decision No. 2 of this Board. On December 29, 1920 the carrier served substantially the following notice of termination on the representatives of the organizations parties to the present dispute:

You are hereby notified, in accordance with the provisions of a certain agreement entered into by and between the United States Railroad Administration having control of the Atlanta, Birmingham and Atlantic Railroad and the employees thereon represented by your organizations requiring thirty days notice in writing to change the agreement, that, on account of present conditions, the rates of pay for all employees of the Atlanta, Birmingham and Atlantic Railway Company covered by said agreements now in effect will on and after February 1st, 1921, be reduced by one half of the sum of all increases effective since December 31, 1917. In all other respects the agreement will remain unchanged.

On December 29, 1920 a conference was had between the officers of the carrier and the general committees representing the organizations so notified, at which con-

ference the said officers presented evidence to the chairman tending to show that the carrier was financially unable to pay the rates of wages determined to be just and reasonable by Decision No. 2 of this Board. Further time for consideration of the acceptance of the wages offered was given the representatives of the organizations.

On January 10, 1921 a further conference took place at which the representatives of the said organizations notified the carrier that these organizations refused to accept the wages offered, and requested that the carrier refer the controversy to this Board for decision, continuing to pay the rates of wages provided for in Decision No. 2 until this Board should render its decision on the dispute.

In reply to this demand the carrier took the following position:

"Our reply to your contention that the Railway Company should appeal to the United States Railroad Labor Board for a reduction of wages and, pending action on such appeal, should continue to pay the present scale of wages is as follows: The only ground upon which a wage reduction of one-half of the sum of all increases effective since December 31, 1917, is based, is the failure of the road to earn the money with which to pay the wages. We have failed to make our operating expenses every month since the termination of the Federal guaranty. . . . This condition creates a situation so serious in the financial affairs of the company as to make it of compelling necessity that the proposed reduction shall become effective in accordance with the notices already given, namely, February 1, 1921."

On January 11, 1921 further conference was had at which the carrier expressed a willingness to refer the controversy to this Board, but insisted that the wage reduction should go into effect on February 1st.

On January 6, 1921, this Board received a request from the representatives of the organizations concerned that this Board intervene for the purpose of requiring the carrier to hold in abeyance the reduction of wages, pending further hearing and decision by this Board.

On January 14, 1921, the carrier placed before the Board transcript of proceedings of the conferences on January 10th and 11th, 1921.

On January 19, 1921 the organizations parties to the dispute again requested that this Board intervene and that it direct the carrier to recall its notice of reduction of wages, pending the decision of the Board.

On January 21, 1921 the Board notified the parties that it had taken jurisdiction of the dispute.

On January 25, 1921 this Board heard the representatives of the parties at which hearing the carrier presented evidence tending to show its financial inability to pay the wages decided by this Board in Decision No. 2 to be just and reasonable. No claim was made by the carrier at said hearing that said wages were unjust or unreasonable except in so far as the carrier's financial condition might affect their justness and reasonableness.

On January 27, 1921 this Board passed a resolution providing in part:

"That no change of any kind in the rates of pay of this carrier shall be made except by agreement between the parties until the dispute is heard and opportunity given for the Board to decide."

February 10, 1921 was set as the date for the presentation of such further evidence and argument as the parties desired to offer. The resolution also suggested further conference between the parties and that effort be made on their part to agree on a settlement.

On receiving notice of this resolution, the carrier rescinded its order providing for reduction of pay effective February 1st.

On February 1st, accordingly, a further conference was had between the officers of the carrier and the representatives of the employees. At this conference the carrier again presented evidence tending to show financial inability to pay the wages provided by Decision No. 2. The carrier did not contend at this conference that wages set by Decision No. 2 were not just and reasonable except in so far as the financial condition of the carrier might affect their justness and reasonableness.

On February 10, 1921 the hearing before this Board continued at which hearing the carrier presented evidence tending to show the financial inability of this carrier to pay the wages decided to be just and reasonable by this Board in Decision No. 2. Evidence was also submitted of the value to the community served of the service of this carrier.

It appears from the record (Transcript of Proceedings, February 10, 1921, pp. 528 and 529) that the carrier did not set up as a ground for the proposed reduction any reduction in the cost of living.

On February 10th a member of the Board asked for information relating to the cost of living in February, 1921 and in comparison with May 1st, 1920 and August 1st, 1920 and for other information.

On February 14, 1921 the hearing proceeded and at this hearing, for the first time, the carrier made claim that the cost of living in the section served by this carrier had materially declined since July 20, 1920, the date of Decision No. 2 of this Board, and submitted evidence col-

lected between February 10th and February 14th tending to show a reduction in living costs. At this hearing the carrier contended, for the first time, that the wages fixed by Decision No. 2 were not just and reasonable for a reason other than its alleged financial inability to pay such wages.

Decision—In view of the fact that the record clearly shows that no conference has been had between the parties with reference to the justness or reasonableness of the wages fixed by Decision No. 2 of this Board, the Board does not deem it necessary to decide to what extent, if at all, a carrier's financial condition is a factor in the determination of just and reasonable wages to be paid by such carrier.

In the judgment of this Board the conferences heretofore held do not constitute a compliance with Section 301 of the Transportation Act, for the reason that no conference has been had between the parties with reference to the justness and reasonableness of the present wages.

It is the decision of this Board that it is without jurisdiction to determine the present dispute until Section 301 has been complied with by conference of the parties, the subject matter of which conference shall be whether the present wages are just and reasonable.

The Board further decides that further consideration of this dispute be deferred until it shall be made to appear that the parties have conferred and disagreed on the question of whether present wages are just and reasonable, based on the relevant circumstances as required by the Transportation Act, 1920, or until parties have refused to enter into conference on the said question.

By order of

United States Railroad Labor Board,

R. M. Barton, Chairman.

Attest:

C. P. Carrithers, Secretary.

STRIKERS LAST YEAR NUMBERED 3,374 IN U. S.

Broke Wartime Record in Time Lost Says Labor Report.

Labor strikes and lockouts throughout the United States during the year 1919 totaled 3,374 and involved more than 4,000,000 persons. This is shown by figures which have just been compiled by the bureau of labor statistics of the labor department.

Reports of the bureau showed the termination of 1,961 strikes in 1919, of which 624 were won by employers, 533 by employees, 729 were compromised, in the case of 42 of them employees returning pending arbitration, and in the remaining 33 results were not reported.

Of the strikes of last year 125 were unauthorized, involving 1,053,256 strikers.

Strikes Involved Large Groups.

While the number of strikes in 1919 was not as great as in the war years, yet the numbers of working days lost was greater and the average duration of strikes was over twice that in each of the preceding three years. The number of persons on strike during the year 1919 also was greatly in excess of the number on strike in any of the three preceding years, due to strikes in which unusually large groups of persons were involved.

There were nine disturbances in 1918, in each of which 60,000 or more persons were directly concerned. There was only one strike of this size in 1916, none in 1917, and but one in 1918.

Greatest Number in Coal Dispute.

The number of persons in the mine strikes with more than 60,000 persons each involved was upward of 1,600,000. These included a strike of 65,000 employes in the Chicago stockyards; a lockout in the building trades in Chicago, involving 115,000; the steel strike, involving 367,000 persons; the coal strike with 435,000 persons involved; a strike of shipyard employes of New York City and vicinity, involving 100,000 persons; a strike of longshoremen along the Atlantic coast wherein 100,000 persons were involved; and a general strike in Tacoma and Seattle in sympathy with the metal trade strikers, involving 60,000.

In comparison with these disturbances the largest strike of the year 1916 was the men's clothing strike in New York City, involving 60,000. No strike in 1917 involved as many as 40,000 persons. The strike of 1918 involving the largest number of persons was that of the machinists in northern New Jersey, where 60,000 persons struck.

Many in New York.

Strikes in 1919 involving a smaller number of persons included those of 15,000 persons in the street railwaymen's strike in Chicago; 10,000 building laborers in Chicago, followed by 13,000 carpenters; 15,000 miners in Illinois; 50,000 men's clothing workers, 35,000 waist and dress makers, 50,000 cloak and suit makers, 17,000 harbor men, 18,000 teamsters, 20,000 longshoremen, 25,000 shipyard workers, 40,000 tobacco workers, and 40,000 tug and ferry men—all in New York City.

The largest number of disputes occurred in leading manufacturing states, New York, Massachusetts, Pennsylvania, Ohio, and Illinois, nearly one-half the strikes being in these states.

In Illinois in 1919 there were 252 strikes and ten lockouts, as against 237

strikes and eleven lockouts in 1918; 276 strikes and six lockouts in 1917, and 149 strikes and ten lockouts in 1916. New York state had the largest number of strikes in each of these years, its total in 1919 being 515; in 1918, 668; in 1917, 696, and in 1916, 577.

Record Year in Chicago.

There were 124 strikes in the city of Chicago in 1919, 100 in 1918, 123 in 1917, and 73 in 1916. Chicago thus had more strikes in 1919 than in any of the previous years. The number of strikes in New York City was somewhat less in 1919 than the previous years, the total in that year being 360, as against 434 in 1918, 484 in 1917, and 363 in 1916.

In 1919 in 2,399 strikes and 94 lockouts the numbers of persons involved was reported to be 3,950,111 and 126,096 respectively, or an average of 1,647 in strikes and 1,724 in lockouts. In 1918 in 2,080 strikes and 71 lockouts the number of persons involved was reported to be 1,196,938 and 43,061, respectively, or an average of 575 in strikes and 605 in lockouts. In 1917 in 2,279 strikes and 46 lockouts the number of persons involved was reported to be 1,208,121 and 19,133, respectively, or an average of 530 strikes and 416 lockouts. In 1916 in 2,603 strikes and 64 lockouts the number of persons involved was reported to be 1,546,735 and 53,182, respectively, or an average of 594 and 881 respectively.

Duration of Strikes.

In 1919 the total duration of the strikes was 57,885 days and the lockouts 2,215 days, the average duration of the former being thirty-four days and of the latter thirty-eight days. In 1918 the total duration of strikes was 28,779 days and lockouts 1,116 days, the average for the former being eighteen days, and the latter thirty-one days. In 1917 the total duration of the strikes was 25,077 days, and of lockouts, 1,904 days, the average of the former being eighteen, and of the latter fifty-six days. In 1916 the total duration of strikes was 46,305 days and the lockouts 3,375 days, an average of twenty-two days and sixty-four days respectively.

There were 3,253 strikes in 1919 and 121 lockouts, making a grand total of 3,374. In 1918 there were 3,232 strikes and 105 lockouts, totaling 3,337. In 1917 there were 4,324 strikes and 26 lockouts, totaling 4,450. In 1916 there were a total of 3,681 strikes and 108 lockouts, totaling 3,789. The 1919 total was greater than in 1918, but less than in 1916 and 1917.

Between April 6, 1917, the date of our entrance into the war, and Nov. 11, 1919, the date of the signing of the armistice, there were 6,205 strikes and lockouts.

DECISION—DETROIT WAGE DISPUTE.

In the December issue of the Journal, we fully explained the rules and regulations governing the operation of the National Council on Industrial Relations for the Electrical Construction Industry. In this issue is printed a copy of the first decision handed down by the Council on the matter of a wage dispute; the dispute arising on account of the Electrical Contractors of Detroit proposing to enforce a wage reduction of \$2.00 per day.

In resistance of this reduction, the members of Local Union 58 suspended work, and upon recommendation of the International organization work was resumed after a two days' strike, and the matter was referred by both parties to the National Council for settlement.

We urge that all members carefully consider the contents of the decision, not so much because the decision provides against a wage reduction, but rather on account of the principles enunciated and the fundamentals expressed by the Council in reaching a conclusion.

The International officers have steadfastly claimed that one of their first duties was to obtain the best possible results for those they represented without sacrifice of wages through suspension of work. Many times this policy has been seriously criticized by those who believe that a more wasteful and spectacular method of accomplishing things is desirable. We do not believe the policy of the International needs defense; however, we feel justified in pointing to the results in the Detroit situation as to what can be accomplished by rational methods in handling industrial disputes. It is our belief that all parties interested in the Detroit situation will find conciliation and arbitration the more profitable method of handling industrial relations. It is true that by a strike the membership of Local Union 58 might have obtained the same results. It is likewise true that by forcing a strike or a lockout the contractors might have been successful in putting through the wage reduction. We believe that all familiar with industrial disputes will agree that whatever might have been the outcome of a strike or lockout the cost to both parties would be more than any possible gain, and after all, industrial differences are ultimately settled, if at all, by conciliatory methods.

It appeals to us that it is the part of good business judgment to employ conciliation before, instead of after suspension of work has occurred.

The decision follows:

COUNCIL ON INDUSTRIAL RELATIONS FOR THE ELECTRICAL CONSTRUCTION INDUSTRY.
19 West 44th St., New York.

Feb. 17, 1921.

The Detroit wage dispute is before the Council for decision as the result of the following sequence of events.

The union shop members of the Electrical Contractors Association of Detroit were employing union mechanics under an agreement fixing the wage scale for journeymen at \$1.25 per hour. The agreement under its provisions could be terminated at the expiration of a ninety days' notice by either party to the other. The employers served a written notice on Local No. 58 of the I. B. E. W. which terminated the said agreement on January 21st, 1921. Following this notice announcement was made by the employers that the wage for journeymen on and after January 24th would be \$1.00 per hour. The union refused to accept this reduction. Negotiations followed which failed to produce a settlement. The union then submitted the case to the Council and requested the Council to offer its services a mediator. The Council made the offer to and it was accepted by both the union and the aforesaid employers. Each appointed two representatives to sit on the Board of Conciliation and the Council appointed the Chairman.

The Board of Conciliation met in Detroit on February 4th and 5th but failed to reach a unanimous agreement which, under the rules, is necessary for a decision. The case was then referred under the rules to the Council and the Board submitted a statement of the facts.

The employers contended for the justice and necessity of the proposed reduction of the wage scale on the grounds that:—

1. The open shop contractors with whom the union shop contractors were in competition were paying a wage of \$0.90 per hour or less, which placed the union shop employers paying a wage of \$1.25 at a serious disadvantage in securing work.

2. That the decline in the living costs in Detroit justify the proposed reduction.

There were other grounds advanced which have not impressed the Council as being material.

The union maintained:

1. That the competition of the open shop employers was not so important a factor in the situation as the representatives of the union employers seem to believe and that a reduction of the union wage would not alter the competitive condition.

2. That there is no appreciable reduction in living costs in Detroit and none is likely to occur in the near future.

The Council does not believe that a reduction in the union scale would affect

competition as between the union and open shop employers. History shows that there is a more or less constant differential between union wage scales and wages paid by open shop employers except when the demand for workers exceeds the supply. The Council is fully convinced that the only satisfactory way in which the competition of the open shop employer can be successfully met is by improving the productive efficiency of the union mechanic. The situation in Detroit lays a clear responsibility upon the union mechanics to make a conscientious and sustained effort to deliver a much larger measure of service for their wage than that which the evidence conclusively establishes they have been rendering in the past. Indeed the life of the union and the maintenance of living standards which it has secured depend upon the delivery of this larger measure of service by its members.

Coming now to the matter of the wage, which is the question before the Council it would be relatively simple for us to reach a compromise decision on the Detroit wage dispute which might hold promise of being at least temporarily satisfactory to the two disputants. But in making such a decision, the Council would be failing to meet its clear obligation to the industry which it represents.

To meet this obligation the Council feels that its decision must rest upon a sound principle which, if applied, will insure not only against a recurrence of the Detroit Difficulty, but also tend to remove the causes of friction and dispute and secure a progressively larger measure of genuine cooperation between the member organizations and generally between employers and employee.

The Council's only approach to a decision in the matter before it is through the formulation of a fundamental principle by which the decision may be tested for reasonableness and justice.

At the outset the Council is confronted with the necessity of answering a primary question which is common to all wage disputes, namely, what is a fair wage? An attempt to answer this question raises another, even more fundamental; one which submits to searching examination the very basis upon which the whole building industry operates. This second question is the one of security of employment. Security of employment has a direct bearing on and must measurably influence any answer to the first question, for after all, what a man earns per hour is of no consequence compared with the number of hours per year he works at the hour rate. The worker's annual income is the thing that concerns him most vitally and is, therefore, of first importance to his employer and to the industry. But who may look into 1921 and prophesy what the demand for workers will be?

Certainly the Council is unable to do so. This inability leads naturally to an inquiry into the root causes of those violent fluctuations, existing in even more normal times than these, in the individual building trades employer's demand for workers, and the resultant periodic unemployment.

The methods of competing on price by which the employer sells his services, the services of his executive staff, and sells short the services of those whom he must later employ, is necessarily involved in such an inquiry. This competitive method makes at once the volume of future work highly speculative, and the control of that volume difficult in the extreme, if not impossible. If pursued still further, the inquiry brings to light the fact that the whole industry is operating on what might be termed the peak load basis. That is to say, every step in the process, from the mining of ore to the felling of trees, to the fabrication of manufactured products into the finished building is organized, equipped and manned executively to meet a peak or maximum demand which is reached only occasionally and for brief periods. Every one is striving to create and maintain a profitable demand for services that will call for peak production. This condition results in chaos and incalculable waste, all of which is and must be a charge on the cost of construction, compared to which any alleged inflation of the wages paid for work performed is trivial. One large item of this waste is total of wages lost by reason of unemployment and the super-cost of production due to the worker's inefficiency because of the insecurity of his employment and the consequent loss of interest in his work.

Until the demand factor in the building industry as a whole is equalized, until the peaks and valleys in the load curve are ironed out, neither electrical construction nor any other trade can be placed on that stable, ordered basis which alone will insure security of employment and maximum effort by the wage earners. The Council is forced reluctantly to admit its inability to formulate a workable principle that will provide security of employment for the wage earner. Its reluctance in making this admission is due to a deep conviction that insecurity of employment is one of the principle causes contributing to the general unrest of which the Detroit dispute, the evidence shows, is in large part an expression.

The importance of security of employment as a stabilizing factor in industrial relations arises from the fact that it has a profound effect upon the wage earners attitude of mind toward his work. By contrast with it the wage is relatively unimportant, for the worker's interest in his job and therefore his productive ef-

iciency is stimulated far more by the sense of economic security than by the amount in the pay envelope at the end of the week when there is no certainty that it may be depended upon for any fixed period.

A direct obligation rests on the industry which employs a wage earner to offer him the opportunity to work for such wages and for such periods as will furnish him and the dependent members of his family food, clothing and shelter. These he must have for himself and his dependents whether he is employed or not. If he has no opportunity to provide them, the community must and does, and he and his dependents become public charges. But industry owes more than a bare subsistence to its workers. We need not discuss this obligation from the standpoint of morals or ethics. Self interest would seem to demand of an industry that it satisfy those needs of the worker which contribute to a right mental attitude as well as his material needs, for out of the satisfaction of the former grows undivided interest in the job, loyalty to the work, unreserved application of energy and good will, all of which constitute the basis of industrial morale.

The Council finds itself compelled, under the conditions to exclude consideration of security of employment in deciding the issue before it, and to return to the first question,—“What is a fair wage”? A fair wage, in the opinion of the Council, is one which, upon an assumption, based on statistics as to the duration of employment, will satisfy as nearly as possible all of the worker's needs. The adequacy of the wage to satisfy all of the worker's needs, is regulated by the cost of living, and will vary with the fluctuating purchasing power of the dollar. Embodied in that statement is the principle upon which the Council has reached its decision on the Detroit dispute.

Instead of making up a budget of costs for the workman and his family, which would necessarily involve the consideration of extremely unstable retail prices, for the purpose of this decision the Council feels justified in assuming that in general the scale of wages prevailing in the years immediately preceding the war were sufficiently high to satisfy all of the worker's needs. In making this assumption, however, the Council does not express an opinion as to the sufficiency of the wages paid in those years. But in order to avoid being misled by purely local and unstable or artificial conditions as reflected by a low wage in one city and a considerably higher wage in a neighboring city, and at the same time to avoid introducing the national wage factor, the Council has taken the average of the wages paid inside wire men in the year 1914 in Chicago, Cleveland, Cincinnati and Detroit, which average is \$4.56 per

day of eight hours. The Council selects 1914 as the base year for the reason that it is the last normal year as shown by the wholesale commodity price index numbers (see foot note) established by the Bureau of Labor Statistics, and for the additional reason that there was then an apparent general satisfaction with the wage standard.

The “cost of living”, or more specifically for our purpose, the cost of food, clothing and shelter, is, as already stated, subject to wide and rapid fluctuations when expressed in retail prices. The Council therefore turns to wholesale prices which are fixed by national rather than local market conditions. Wholesale prices reflect the commodity purchasing power of the dollar, which purchasing power is in reality the value of the dollar. The changing value of the dollar is recorded by the wholesale price index number; and for the purpose of computing the ratio of dollar values in various years, the Council has adopted the index numbers published by the Bureau of Labor Statistics, U. S. Department of Labor, for the reason that they are the only index numbers with the authority of the Government behind them. With these index numbers as the most reliable medium for measurement, the Council computes the increased cost of living upon the year 1914 as the base; the year 1914 being selected for the same reason that it was selected in connection with establishing the base for a fair wage.

The average wholesale price index number for the year 1914 is 100.

The average wholesale price index number for the 12 months from Dec. 1, 1919 to Dec. 1, 1920 (the Nov. 1920 index number being the last available) is 248,333.

The ratio between these two, an increase of 148.333 per cent, indicates the increase in the cost of living over that in 1914 and gives the correct ratio between the wages paid in 1914 and the wages that should be paid today.

The average wage for journeymen electricians in the four cities mentioned for the year 1914 was, as already stated, \$4.56.

It would seem proper to increase the whole wage in the ratio established by the index numbers but the Council recognized the obligation which now rests upon every citizen regardless of his economic or social status to share the burden of the national debt by making sacrifices wherever possible.

In its Research Report No. 30 of December 1920, the National Industrial Conference Board publishes a budget for the skilled workman's family, in which the expenditures are apportioned 79.6 per cent to the cost of subsistence and 20.4 per cent to “other purposes.”

Foot Note—“For many years the prac-

tice has been common of tracing general commodity price tendencies and reducing them to a common number called an index number. This index number is indicative of general tendencies and takes due account of both the simultaneous rise and fall of different commodity prices and their proper weighting. Weighting means assigning to each article an importance proportionate to the amount sold or to some other criterion which distinguishes one commodity from another. There are several institutions producing these index numbers monthly, and they are in general agreement, although developed in different ways. Such index numbers are calculated by the London Economist, London Statist, Bradstreet's, the U. S. Department of Labor, Gibson's and others."

It would be unjust and oppressive to reduce the allowance made for the imperative necessities of life. The sacrifice must be made therefore in the allowance for satisfying the worker's other requirements. The Council therefore carries the 20.4% of the budget apportioned to the satisfaction of the worker's needs other than imperative necessities into the present wage as a constant expressed in dollars. In other words, only that part of the wage apportioned to meet the cost of imperative necessities has been increased in the ratio fixed by the index numbers.

Thus the Council establishes a wage of \$9.94 for journeymen electricians as a fair wage in its relation to the present cost of living, the latter as fixed by the wholesale price index numbers.

In the interest of simplifying the make-up of pay rolls the Council increases the \$9.94 wage to \$10.00.

It is the decision of the Council, therefore, that the wage scale in effect prior to January 21st, 1921, in Detroit be continued until July 1st, 1921.

It is the hope of the Council that if changed conditions seems to require an adjustment of the wage on July 1st, the parties will effect that adjustment by the method employed in reaching this decision.

Representing the I. B. E. W.

F. J. McNulty, W. A. Hogan,
J. P. Noonan, G. M. Bugniazet.
C. P. Ford,

Representing N. A. E. C. & D.

L. K. Comstock,
R. S. Stearns,
A. J. Hixon,
K. A. McIntyre,
G. M. Sanborn.

The foregoing decision was made unanimously by the Council on Industrial Relations for the Electrical Construction Industry at its meeting in New York City on February 17th, 1921.

L. K. Comstock, Chairman.

Attest: F. J. McNulty, Secretary.

CURING A BOLSHEVIK.

Getruffsky lacked both pelf and fame,
His intellect was weak;
And consequently he became
A howling Bolshevik,
Who launched a curse on all who had
More industry than he did,
And vowed all Governments were bad
Where honest men succeeded.

His fancied wrongs he sought to right
With pistol and with dirk,
With shrapnel and with dynamite
And everything but work.
He robbed and pillaged all around,
He burgled everywhere,
Until he cracked a crib and found
A million roubles there.

A million roubles all in gold,
Which tidy little sum
Served on the instant to remold
This Bolshevikian bum
No more he deals in dynamite,
The burden of his song
Is that the Governments are right
And Bolsheviks are wrong.

For once you give a Bolshevik
A goodly store of pelf,
Thereafter he will only seek
To keep it for himself.
Infallibly it works a cure
For all the ills that ail 'em,
But there's a way that's still more sure
And simpler—just to jail 'em.

Electricians Wanted

EARN MORE MONEY

Must be creative men who know how to train helpers and who can be depended on to build up the business. For such men there is an opportunity selling **Combination Test Coil and Tool Case**.

Test Coil replaces bank of lamps now used for making tests, shooting trouble, etc.; on any voltage 100-500. Carried in hip pocket, weighs 8 ounces.

Exclusive territory to right men.

Sample \$2.50.

The Union Elec. & Mfg. Co.

318 Walsh Building,

Akron, Ohio.

LABOR CONDITIONS OF TODAY.
(By MARVIN W. HANSEN.)

*Paper read before Ohio State Association
of Electrical Contractors and Dealers
at Convention in Springfield, on
November 18-19, by Well
Known Contractor-
Dealer of Toledo.*

When I received a letter from the state secretary a few days ago, requesting me to prepare a paper on the Labor Question, as to the open or closed shop—its effect on the industry in general and the electrical contractor in particular, I said to myself: "Nothing doing." Then as I reread his communication, I said: "Well, he surely gives me all the leeway possible, as he says to prepare it from the open shop or closed shop viewpoint, or from any angle, and if I did not care to take either viewpoint, then take any subject I saw fit to take, but prepare a paper and apply it to the labor question."

Thus you will observe that our astute secretary had an objective; namely, to get a rise out of yours truly, and should this humble effort be so fortunate or unfortunate, as the case may be, as to get before you it will be largely due to the great latitude that Mr. Keefer gave me.

I have therefore set out the foregoing explanation and have no apologies to offer for what is to come, as I am somewhat averse even to making an explanation, because it is my belief that explanations are of no use, inasmuch as your friends do not require them and your enemies will not believe them, so here goes.

I believe in organized labor because I believe in organization. If you did not believe in organization you would not be here; therefore you believe as I do, perhaps not in detail, but certainly in the fundamentals.

I do not believe in selfishness to the extent of hurting the other fellow. In this you will at least concur to the extent of professing it. Whether you live up to it or not is another question.

Believing as I do in organization, it naturally follows that I believe in co-operation, which is the reason for organized effort. Therefore I must go further and in lieu of selfishness to the extent of hurting the other fellow, I must grant him the privilege of organized effort, and having granted him the privilege of organized effort, and having granted him his right, I should be inconsistent indeed to refuse to recognize his organization.

Were I to face this organization single handed I would in my opinion be headstrong, to say the least; so as an organization man I should lose no time in organizing to meet him. Then when he said to me: "You must recognize my or-

ganization," I would promptly say to him: "Sure, and the same to you, sir." Our organizations will have to get together and settle all of this for us, and when the organizations are satisfied, you and I as individuals had better be.

Advantages of Organizing

Let us take the net result of following this formula of meeting organization with organization. First you are sure to make a mutual settlement. You cannot expect the other fellow to draft a contract in your favor and present it to you; you must be a party to the contract before it is drafted. You cannot expect the other fellow to look out for you. As an individual you could do nothing with an organization, as that organization would have a dozen individuals or more to deal with; so it could not be expected to satisfy all. Thus many an arbitrary and unjust labor agreement has been imposed upon the employer and accepted only because the employers concerned were not organized to meet their labor organization on an equal basis.

So much for the labor agreement. Now for the economic side of the question. Should you consider it your right to deal for your labor in the open market—and right here let me make it clear to you that I grant you that right and I hope it will never be taken from you, because if that right should ever be taken from anyone, it would spell the finish of labor and of trade organizations and set commerce back in the train of progress at least fifty years.

You may ask how this is possible, and I will tell you that, no organized effort can long endure without opposition; and when the individual's rights are withdrawn, then the organization becomes all powerful. Without opposition it could not long endure and would crumble of its own weight, due to the lack of the natural law of opposition. Right here let me try to send home with you this thought: You cannot build up any organization into a powerful influence in any community unless there exists in that community a reason for the existence of that organization.

Now then if we have powerful organizations in our midst today there must have existed a reason for them. There did exist a reason or they could not be here now. The labor organization was conceived in the days of rank competition born of the law of self preservation and fed by the spoon of class hatred; and what an unruly child it has developed! Is it any wonder that it should be unruly? And what do you do with an unruly child? Take the best that is in the child and develop it.

Don't ever try to reform a child by killing it, especially when you know that to kill it only means that there will be ten more vigorous ones to take its place.

If you want to curtail the fighting power of any organization of men, don't try to do it by fighting it.

Pick out the good in the institution and develop it and the good will soon outweigh the evil; for remember any organization has a lot more good in its makeup than it has evil. The process of utilization will work out a process of elimination and thereby make for the best.

Believes in Trusts.

Labor unions are a godsend to our industrial system; and by the same token, so are the trusts. Take it in our own business. The General Electric Company has done more to promote the electric field than any other factor. They have spent more money in the development of high efficiency lighting units than all the other interests combined. They have spent more money than any other interest in the development of the electric power field, and they have spent untold fortunes in the development of every line of electrical endeavor. They may at times step on your toes or my toes, but believe me they are largely responsible for our having shoes on our feet that we could come out of the affair with our toes not crushed.

Some of you old timers will recall that I was at one time very pronounced in my views against the Electrical Manufacturers' Association. Well, I am here today to tell you that I was all wrong. You know a man and a mule will change their minds, but a hog never will. The electrical manufacturers have done a wonderful work in development; in standardizing of material and in maintaining quality. Here is a case wherein cooperation will find a ready reciprocation, and great benefit will be derived, but if you try elimination you will only develop a fine sized opponent who will have to fight back and you will develop the evil and eliminate the good.

In my opinion things are not half so bad in the electrical field today. We have six different viewpoints to look at the industry from. The public viewpoint is of course the most important and I believe the least considered. Then you have the electrical contractor-dealer, the first step removed from the public. His viewpoint should be broad and he should never get away from the fact that he is the man the public look to. He gets the first grief.

Then comes the jobber, and he must be the buffer between the contractor-dealer and the manufacturer. He should be a step removed from the public and should reach the public through the contractor-dealer. He is essential, and the jobbers' organization is a factor that can be developed to be a great help to all.

Then comes the fourth party, the manufacturer. He should of necessity deal

with the jobber more than with anyone else. Then comes the central station. The central station man is largely a missionary man, and as such he has worked wonders for all of us. He has developed a demand that the contractor-dealer, the jobbers, and the manufacturers neglected it, the central station could not have successfully entered the appliance field. Think it over and see how many electrical men in your city have entered into the appliance game since the central station has paved the way.

This leads us back to the labor interest—the sixth and last interest on which all other interests depend in a greater or lesser degree. Labor is fundamentally 95 per cent of the value of all merchandise and being 95 per cent fundamental it is more essential that we get value received in the purchase of labor, than in any other item. Now then it is a poor rule that does not work two ways, and you must be as willing to give as to receive. You should demand value received both ways; then all concerned will be properly compensated, and all should be satisfied.

Handle it Fairly.

The present condition of the labor market is very critical and should be handled fairly and scientifically. We are paying for labor 100 per cent more than we did eight years ago, and we are paying it with a dollar that has only 33 per cent of the purchasing power that it had then. These figures will be sustained if you take the merchandise in our own line. Take twenty-five articles at random and compare the prices of eight years ago and those of today, and you will find these figures substantially correct. It will not do to cut labor before you cut other prices. In other words, the purchasing power of money must be made greater before you can expect to purchase more labor with it, and this will never be accomplished by the method that many employers are now trying to use; namely, the closing down of industry and forcing labor to come to terms that will enable capital to enjoy the benefits of the present high prices and to derive that enjoyment at the expense of the producing masses.

This is an age of cooperation and now is the time to cooperate. Don't try to bring about the readjustment of affairs by revolution. Let's take what we have and build it up. This is no time to take things down. Let's all pull together and forget all selfishness and all revengefulness; and let's show the whole country that the electrical interests are for industrial peace and prosperity. And in closing I wish to again declare that I believe in associations and I am for them all.

Resolution Adopted by Special Convention of the Alabama State Federation of Labor Held in Birmingham, October 28, 29 and 30, to Protest Against Treatment of Military toward Striking Miners.

Whereas, one of our affiliated brotherhoods, the United Mine Workers of Alabama, is engaged in a life and death struggle with the Organized Coal Operators Association of this State; and

Whereas, the mine workers are not responsible for causing or continuing this struggle, but said coal operators association is, as is shown by a simple recital of the facts. When the war-time Garfield Agreement, under which the miners and operators were working, expired on April 1st, 1920, President Wilson had appointed a coal commission composed of a representative of the Coal Operators, one for the miners and one for the public at large, to settle the differences and work out an agreement between the miners and operators for the ensuing two years, and invited the parties to appear before said commission in Washington, D. C. The miners of Alabama promptly accepted the President's offer, and through their representatives, Messrs. Harrison and Kennamer, appeared before said commission and signified their willingness to abide by its decision, but the coal operators, arrogantly refused to accept the President's proposal, ignored the commission appointed by him, and refused to appear before it; that said commission met, and after considering the matter, decided on what would be a fair and reasonable scale of wages to be paid the mine workers, and recommended that the operators arrange to meet with the representatives of the mine workers and put the said award into effect. The mine workers immediately complied with the recommendation and asked the coal operators for a conference. The coal operators arrogantly refused to recognize or even confer with the miners organization on the subject of complying with the award.

The mine workers organization, anxious to avoid a strike and its disastrous consequences to all concerned, endeavored to get the operators to make a contract with the local mine workers organization at their respective mines. About seventy operators agreed to this, and at these places the miners immediately went to work. But the other operators belonging to the coal operators association, continued to defy the President of the United States by ignoring and disregarding the award of the commission appointed by him. They continued to show their insolent contempt for the United Mine Workers Organization, notwithstanding, the recommendation of the coal commission that they confer with the representatives of the United Mine Workers, and

notwithstanding, the earnest appeal made by the organization for an adjustment of differences in accordance with the findings of the coal commission. Under these conditions there was nothing left for the miners to do but to refuse to work for the men who had spurned their organization and proposed to force them to work under the unrestrained will of their would be masters.

When this refusal to work occurred, though in the most orderly and peaceful manner, the operators, without the slightest provocation filled the mining camps with heavily armed guards, and in Walker and Bibb Counties, dictated the appointment of these men as deputy sheriffs. These deputies were under the pay and control of the operators association. Many of them had been imported because of their desperate characters, and for no other purpose than to intimidate and brow-beat the miners into subjection. This was especially true in Walker County as the following striking occurrences will show. These armed and imported deputies, under the pay and direction of the Corona Coal Company, without provocation, ruthlessly threw families out of their homes without process of law, and created a state of terror in and around Corona, Townley, Patton and Coal Valley.

That on the 13th day of September, 1920, while Will Bishop, a white man, was peaceably walking along the public road near Townley, he was commanded to halt by a number of guards who were stationed by the roadside. He instantly stopped, and as he looked around two of these deputies of the Corona Coal Company who were standing a short distance away fired on him, three buck shot entering his left arm near the shoulder. He was carried to the hospital and continued there until within the last few days, and has not yet and may never recover from this wound. This shooting occurred in broad daylight while Bishop was unarmed.

Shortly after this a mob composed of the guards of the Corona Coal Company, without the slightest provocation, in broad open daylight, fired upon an inoffensive old colored man named Walter Harris, shooting him eleven times and killing him instantly while he was quietly sitting on the pump in the town of Corona. Five of the members of the mob perpetrating this cold blooded murder have been indicted for murder in the first degree by the Grand Jury of Walker County.

About the same time an organized mob of these deputies of the Corona Coal Company, led by H. T. Brown, General Superintendent of the Corona Coal Company, fired into the dwelling house of Sherman Cook, a white man, in the town of Townley. Cook was absent at the time, there being present in the house three women and two small children. One hundred

and forty-seven bullets penetrated the house, wounding two of the women, one of them being Mrs. Cook, who was holding her sick infant child in her arms at the time, and while she was pleading with the mob to cease firing, that she would vacate the house. The mob answered her appeal by saying "Then come out of there, damn you, any of you who are alive." The only excuse for this inhuman conduct was the fact that the Corona Coal Company had taken a non-suit in the Circuit Court in an unlawful detainer case against Cook, to recover possession of this house. After the non-suit was taken and when it was stated that the law required thirty days notice to be given Cook before suit could again be brought for the house, the Superintendent of the Corona Coal Company, H. T. Brown said: "G— d— the law. I am the law of Townley, I carry it under my arm." For this dastardly act H. T. Brown and nine other members of the mob have been indicted by the Grand Jury of Walker County.

In keeping with this murderous conduct, about twenty armed guards of the Corona Coal Company assembled at Patton under the leadership of Deputy Earl Edgell and Leon Adler. When Adler declared, as he had done many times before, that the miners had no right to meet or to hold meetings, and that they would disperse their meetings as fast as they assembled; that they would that day paint Union Hall red even if it had to be done with blood. Union Hall was private property and in the peaceable possession of the miners, being the place where they met and distributed their rations.

The assembled mob of deputies then formed themselves into a compact body and moved toward the Junction where they had no business and where the company had no property. The mob was being led by Deputy Edgell and Leon Adler. Some of the guards hesitated to go, whereupon Deputy Edgell said: "Come on, I can run every damned miner off by the stamp of my foot." The mob then moved on, and when a short distance from Union Hall where the miners were or, were supposed to be, opened fire on the Hall and other houses with high powered guns, shooting a great many holes into them. These holes can now be seen and speak for themselves, and show that they were caused by shots fired from the guards. Some of these shots were fired with such force that they passed through two separate walls. Not a shot had been fired from within the Hall or any of the houses when they were fired upon by the guards. And thus the tragedy in which Edgell and Adler lost their lives were caused. The Corona Coal Company and its armed mob are wholly and directly responsible therefor. These are the plain, unvar-

nished facts, and can be proven by disinterested witnesses, notwithstanding the propaganda sent out by the Corona Coal Company to prejudice the public mind saying that Adler and Edgell were shot from ambush.

This tragedy at Patton Junction furnished the excuse for sending the armed militia, not only into Walker County, but into Jefferson, Tuscaloosa, Shelby and Bibb Counties, at a cost of Four Thousand Dollars per day to the tax payers of Alabama. This grievous burden was imposed on the taxpayers by this unjustifiable and murderous conduct of the Corona Coal Company and its armed deputies.

When the militia arrived, its Commander, General Steiner, followed the exact course toward the miners which had been pursued by the operators associations. He could not have followed more exactly in the footsteps of the operators if he had received instructions from the operators themselves. That this was the plan and the policy of the operators is not only proven by what they did at the mining camps, but is further shown by the fact that when the City Commission of Birmingham issued a permit for a mass meeting at Capital Park, the President of the Coal Operators Association, its Secretary, its Chief Attorney, and perhaps other members of its body, appeared before the City Commission of Birmingham, and strenuously endeavored to get that Commission to revoke the permit and refuse to allow the public gathering. General Steiner has denied the people in the mining district the right to peaceably assemble, the right of freedom of speech, the right to bear arms in their own self defense, the right to peaceably march on the public highways, and the right to have their homes secure from seizure and search without warrant.

The denial of these rights by General Steiner is shown in part by his published orders as follows:

"Under and pursuant to the Constitution and the laws of Alabama and the general laws covering the present situation:

"(1) I have assumed jurisdiction of all mines and territories adjacent thereto throughout the mineral district.

"(2) Marching on the roads will be prevented.

"(3) All persons bearing arms, not authorized to do so by law, will be dispersed.

"(4) Mass meetings and assemblies in the open will be dispersed.

"(5) Addresses to mass meetings and assemblies in the open will be prevented.

"(6) Regular business meetings at regular places of meetings will be permitted, provided notice to troops is given but no incendiary or inflammatory speeches will be permitted."

The above published orders have been interpreted by General Steiner to the effect that not more than four men can meet or be together, not even on a social visit in the private dwelling houses of citizens. Under his interpretation of said orders, soldiers have invaded the sanctity of homes of citizens and forcibly searched and seized their firearms. We know this interpretation was made by him because the brave men who have in the past and who are now serving their country at such great sacrifices to themselves stated at the time they were executing them that they did so under orders of General Steiner. We further know that this interpretation was placed on the orders by General Steiner himself because when asked for an interpretation of them by a Committee representing the miners, he made the following, among other statements, in a letter dated October 6th, 1920: "The orders issued by me to which you refer are in my opinion plain and any attempt to explain them would possibly have the opposite effect." "The interpretation placed on them by the troops in the field, evidence of which you have seen, is the correct and proper interpretation of my orders."

As further evidence of the interpretation placed upon these orders by General Steiner, an instance at Quinton in this County is here cited:

On the veranda of Mr. Skelton's store, which forms a part of his residence, Mr. Brasfield, a citizen, was stopped by soldiers from reading aloud in the presence of four men, an article published in the Birmingham News, and when asked for their authority these soldiers replied that they were acting under the orders of General Steiner. When Mr. Brasfield then asked the three men present to accompany him to his dwelling a short distance away and they would read it there, the soldiers told him that they could not read it aloud even at his residence to them.

As further evidence of the interpretation of these orders of General Steiner, the strictest military surveillance has been exercised over business meetings of the mine workers organizations and whenever the question of "organized labor" was mentioned, the speakers were immediately stopped by the soldiers, and told that they could not mention union or organized labor, or criticize the coal operators. When told that they were given that right under the laws of the United States, the soldiers replied that they were not acting under the laws of the United States, but under the orders of General Steiner.

To further evidence the interpretation of these orders by General Steiner, Churches have been closed. Their members denied the right to worship God in them. A striking case is one at Benoit in

Walker County where a white Baptist Church was closed, its doors nailed up and its members refused admittance for the purpose of extending the hand of fellowship to newly admitted members.

Under General Steiner's interpretation of his orders, Odd Fellows and Masons were refused by soldiers the right to meet and transact their usual business in their lodges.

These orders were issued and the interpretation above mentioned placed upon them in defiance of the following provisions of the Constitution of Alabama:

"Sec. 4." "That no law shall ever be passed to curtail or restrain the liberty of speech or the press and any person may speak, write or publish his sentiments on all subjects, being responsible for the abuse of that liberty."

"Sec. 5." "That the people shall be secure in their persons, houses, papers and possessions from any unreasonable seizure and search; that no warrant shall issue to search any place or seize any person or thing without probable cause, supported by oath or affirmation."

"Sec. 21." "That no power of suspending laws shall be exercised except by the legislature."

"Sec. 26." "That every citizen has a right to bear arms in defense of himself and the state."

"Sec. 27." "That the military shall be in all cases and at all times in strict subordination to the civil powers."

Every one of the provisions of the Bill of Rights of Alabama securing to the people their most cherished liberties have been wantonly overthrown and trampled under foot by this military Commander, notwithstanding, his oath to support the constitution. Does our Constitution live in spirit and have vitality, protecting the citizens as its language provides, or does it exist alone in print, lifeless and cold? Can the people appeal to it for protection? Does it still safeguard them? In neither the despotism of Russia nor the militarism of Germany has the sacred rights of the people been more utterly disregarded or defiantly set at naught. We denounce these military orders as having no justification under our constitution and no place in our civilization. They are subversive not only of the guaranteed rights of the miners, but of the essential rights of all organized labor, as well as all citizens of the State.

The course being pursued by the coal operators association backed in its every material feature by these orders of General Steiner, while aimed immediately at the miners, the ultimate effect will not be confined to them, but will be used to crush all organized labor. This fight is the opening gun of organized capital against organized labor in this State. It has been skillfully planned by attacking organized labor at its most vulnerable point.

Fuel being a vital necessity to our domestic and industrial life, a cessation of its production can be used with greater effect in arousing prejudice in the public mind against those whose task it is to produce it than any other class who decline to serve the public.

In view of the arbitrary and malignant course of the coal operators in conducting this fight against the miners organization, and in view of the issuance and execution of military orders sustaining them in their course, it is evident that it is not a fight against the miners alone, but essentially one against all organized labor. It is the opening gun of the enemy in the battle on the result of which the very existence of organized labor in this State depends.

Therefore, in consequence of what has happened and what inevitably will happen if the miners lose his fight, this convention now publicly declares its unqualified sympathy for the miners in their unequal struggle to raise themselves from industrial serfdom. We express to them our appreciation for their patience, their law-abiding conduct and good citizenship, shown in the face of the greatest provocation. We commend them for their heroic and persistent determination to assert their legal rights and preserve their organization. We not only assure them of our sympathy and support, but pledge them substantial, material aid throughout this contest to its final end.

We further declare our unalterable opposition to, and detestation of, the wanton and inexcusable subversion of our constitutional rights by the military com-

mander of this district as shown by the issuance and enforcement of his orders. We respectfully but emphatically demand that said orders be rescinded or annulled.

We appeal to all the people of Alabama who esteem their constitutional rights and desire to perpetuate them for the benefit of their children, to behold the alarming situation in this district in which the constitutional rights of the people have been overthrown and set at defiance, and urge them to demand their immediate restoration. We make this appeal to the people of Alabama, irrespective of class, or condition, whether they are in favor or against organized labor, whether they are with the miners in this struggle or not, to make this demand for restoration of their constitutional rights for their own safety and protection.

We recommend adoption of this resolution and that copies be sent to all daily newspapers in the State and the Federal Press for publication and further recommend that this resolution be printed and distributed throughout the State.

W. A. Clubb,	Jno. E. Winstanley,
I. C. Turner,	H. F. Trammel,
H. C. Hutchinson,	C. R. Hardin,
W. E. Henry,	J. C. Payne,
Wm. Wenth,	J. B. Poole,
A. H. Liston,	

Resolution Committee.

Unanimously adopted by special convention of the Alabama State Federation of Labor, held in Birmingham, Alabama, October 28, 29 and 30, 1920.

Wm. L. Harrison, Pres.
L. Bowen, Secy.-Treas.

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WRITE FOR OUR CATALOGUE NO. 6A

THE W. B. ELECTRIC FIXTURE CO.

Box 343

Erie, Penna.

LOCAL UNION DIRECTORY

(m) Mixed. (l) Lineman. (i) Insidenen. (t) Trimmers. (c) Craneman. (c.s.) Cable Splicers. (s) Shopmen. (t.o.) Telephone. (b.o.) Bridge Operators. (f) Fixture Hangers. (p) Powerhouse men. (r.r.) Railroad Men. (p.o.) Picture Operators.

L. U.	Location.	Rec. Sec'y	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(41)	St. Louis, Mo.....	Walt O'Shea.....	6417 Ridge Ave. Wellston, Mo.	A. M. Bradford.....	4582 St. Ferdinand.	2651 Locust St.....	Every Tuesday.
(1)3	St. Louis, Mo.....	H. G. Solliday.....	Box 587.....	W. E. Santz.....	3000 Eastern Ave....	3000 Easton Av.....	Every Friday.
(1)3	New York, N. Y.....	Geo. W. Whitford..	130 E. 16th St.....	W. A. Hogan.....	130 E. 16th St.....	Labor Temple.....	1st & 3d Thurs.
(m)4	New Orleans, La....	H. Logarde.....	527 S. Rocheblave St.	R. L. Hottinger.....	7311 Cohn St.....	715 Union St.....	2d & 4th Wed.
(1)5	Pittsburgh, Pa.....	Monte Getz.....	607 Bigelow Blvd..	M. P. Gordan.....	607 Bigelow Blvd..	607 Bigelow Rd....	Every Friday.
(1)6	San Francisco.....	Jas. McKnight.....	200 Guerrero St....	J. H. Clover.....	200 Guerrero St....	Bldg. Tr'des Temp.	Every Wed.
(1)7	Springfield, Mass..	D. A. More.....	21 Sanford St.....	J. A. Beauchemin..	21 Sanford St.....	19 Sanford St.....	Every Monday.
(1)8	Toledo, O.....	Chas. Potts.....	1055 Orchard St....	R. W. Fisher.....	1205 Collingwood... Ave.	Kapp's Hall.....	Every Monday.
3a	Boston, Mass.....	Bella Young.....	43 Riverview Rd....	Helen Fleming.....	72 Harvard St.... Brookline, Mass.		
(1)9	Chicago, Ill.....	Harry Slater.....	5 S. Sangamon St..	L. M. Fee.....	5 S. Sangamon St..	5 S. Sangamon St..	Every Friday.
(m)10	Butler, Pa.....	R. F. Knittle.....	144 N. Main St....	R. E. Forsythe.....	317 Elm St.....	Ln'td Lab. C'n Hall	2d & 4th Tues.
(1)11	Paterson, N. J.....	A. Huber.....	Labor Inst.....	Chas. Phalen.....	938 E. 19th St....	Labor Institute....	1st & 3d Tues.
(m)12	Pueblo, Colo.....	H. L. Hutt.....	Box 70.....	Ed. Carlson.....	Box 70.....	Labor Temple.....	Every Thurs.
(m)13	Dover, N. J.....	Fred Sherm.....	Liberty St.....	M. M. Cunnew.....	Box 86.....	Labor Temple.....	2d & 4th Fri.
(1)14	Pittsburgh, Pa.....	E. L. Huey.....	1223 Reddour St.... N. S.	L. W. McCleanhan..	City Bldg., Ohio Federal St. N. S.	Union Labor Temple.	1st & 3d Friday.
(1)15	Jersey City, N. J..	W. R. Burke.....	581 Summit Ave....	Wm. H. Bowen.....	242 Grove St.....	583 Summit Ave....	Every Mon.
(1)16	Evansville, Ind.....	Frank Smith.....	1300 E. Oregon.....	E. E. Hoskinson....	1227 S. 8th St....	311 S. 1st St.....	Every Sunday.
(1)17	Detroit, Mich.....	F. Westlake.....	55 Adelaide St....	Wm. Frost.....	55 Adelaide St....	333 Cass St.....	Every Thurs.
(1)18	Los Angeles, Calif..	Walter C. Hall....	Labor Temple.....	M. C. Mohen.....	Labor Temple.....	Labor Temple.....	Thursday.
19	Concord, N. H.....	A. McInnis.....	47 S. State St....	Earl Frost.....	27 Fayette St....	Cent. Labor Hall..	4th Tues.
(1)20	New York, N. Y.....	Leon Irving.....	123 Albany Ave.... Brooklyn, N. Y.	W. F. Young.....	220 E. 117th St...	Cent'l Op'a House.	1st, 3d & 5th Friday.
(1)21	Philadelphia, Pa....	H. Weber.....	2545 Turner St....	W. T. McKinney....	Westville, N. J....	Bricklayers' Hall..	Friday.
(1)22	Omaha, Nebr.....	Sidney Slaven.....	1009 Dorcas St....	J. M. Gibb.....	4732 N. 36th St...	Labor Temple.....	Tuesday.
(1)23	St. Paul, Minn.....	P. G. Lawson.....	267½ W. 7th St....	Leo Mitchell.....	212 Dakota Bldg..	75 W. 7th St....	1st & 3d Thurs.
(m)24	Minne. & St. Paul, Minn.	Ed. M. Shave.....	1764 Hennepin Ave.	E. M. Stanchfield..	404 Kasota Bldg.. Minneap., Minn.	A. O. U. W. Hall..	1st & 3d Tues.
(1)25	Terre Haute, Ind..	Geo. Thomas.....	129 S. 13½ St....	J. D. Akers.....	234 N. 15th St....	624½ Main St.....	1st & 3d Wed.
(1)26	Washington, D. C..	Wm. F. Kelly.....	1204 Penn. Av., NW	B. A. O'Leary.....	1204 Penn. Av., NW	1204 Penn. Av., NW	Every Thurs.
(1)27	Baltimore, Md.....	J. Shipley.....	535 E. 23d St....	J. Everett.....	304 Cole Ave.....	Hendricks Hall....	Monday.
(1)28	Baltimore, Md.....	F. J. Meeder.....	20 N. East Ave....	T. J. Fagan.....	1222 St. Paul St....	1222 St. Paul St....	Friday.
(1)29	Trenton, N. J.....	Jack Sullivan.....	128 Burton Ave....	Fred Rose.....	20 Parkinson Ave..	Broad and Front St.	1st & 3d Thurs.
(cs)30	Erie, Pa.....	W. C. McEnteer....	907 German St....	W. L. Cross.....	147 W. 18th St....	C. L. U. Hall.....	2d & 4th Fri.
(m)31	Duluth, Minn.....	G. Hartmann.....	1405 E. 9th St....	Wm. Murnian.....	915 E. 4th St....	Trds. Union Hall..	1st & 3d Thurs.
(m)32	Lima, Ohio.....	D. M. Donehoo....	957 Eliz. St. N....	W. R. Morris.....	512 W. McKibben. St.	219½ S. Main St....	Monday.
(m)33	New Castle, Pa....	H. P. Callahan....	701 Chestnut St...	J. P. Merrilees....	716 Wilmington av.	S. N. Mill St.....	Every Fri.
(1)34	Peoria, Ill.....	Wm. Burns.....	207 Clark Ave....	Frances Roch.....	708 Fayette Ave....	Labor Temple.....	2d & 4th Thurs.
(1)35	Hartford, Conn....	Walt G. Cramer....	104 Asylum St....	Chas. H. Hall.....	104 Asylum St....	104 Asylum St....	Every Fri.
(m)36	Sacramento, Cal..	E. J. Berrigan.....	Route 2, Box 130..	J. Noonan.....	1120 20th St.....	Labor Temple.....	Every Thurs.
(1)37	New Britain, Conn.	Louis Allen.....	Box 495.....	Thos. F. Stanton..	61 Garden St....	Painter's Hall.....	2d & 4th Thurs.
(w)38	Cleveland, Ohio....	Clarence Sickman..	2182 E. 9th St....	F. J. Bilger.....	2182 E. 9th St....	2182 E. 9th St....	Every Tues.
(1)39	Cleveland, Ohio....	Jos. Lynch.....	1708 Willey Ave....	H. J. Sutherland..	2182 E. 9th St....	2182 E. 9th St., 3d. Floor.	Every Thurs.
(1)41	Buffalo, N. Y.....	E. Johnston.....	128 Edna Pl.....	G. C. King.....	732 Glenwood Ave..	270 Broadway....	Tuesday.
(1)42	Utica, N. Y.....	W. T. Gardiner....	1025 Mohawk St....	Theo. Rose.....	305 Spring St....	Labor Temple.....	1st & 3d Fri.
(1)43	Syracuse, N. Y.....	T. J. O'Brien.....	Box 416.....	W. J. Night.....	Box 416.....	316 James St....	Friday.
(1)44	Rochester, N. Y....	P. Miller.....	1192 E. Main St....	Howard Travis....	70 Richard St....	Fraternal Bldg....	2d & 4th Tues.
(1)45	Buffalo, N. Y.....	John Allison.....	85 Central Ave.... Lancaster, N. Y.	F. H. Lamme.....	4 Gelster St....	48 W. Eagle St....	2d & 4th Thurs.
(1)46	Seattle, Wash.....	A. W. Esselback....	317 Labor Temple..	A. G. Heller.....	Rm. 317 Lab. Temp.	Labor Temple.....	Thursday.
(m)47	Sioux City, Ia.....	C. D. Wyant.....	420 Stone Pk. Blvd.	J. F. Skeels.....	Voss Hotel.....	Labor Temple.....	1st & 3d Tues.
(1)48	Portland, Ore.....	Frank Green.....	319 Lumber Ex.... Bldg.	J. D. M. Crockwell.	319 Lumber Ex....	Eagles Hall.....	Wednesday.
(1)51	Peoria, Ill.....	L. Holley.....	916 Sanford St....	Fred V. Klooz.....	316 Pope St.....	Labor Temple.....	1st & 3d Mon.
(1)52	Newark, N. J.....	Frank Werner.....	82 Columbia Ave..	Edw. A. Schroeder..	262 Washington St.	262 Washington St.	Every Tues.
(m)53	Kansas City, Mo....	Oscar C. Hull.....	2106 E. 42nd St....	Jos. Cloughley.....	923 Orville Ave.... Kas. City, Kas.	Labor Temple.....	Tuesday.
(1)54	Columbus, O.....	Walt D. Gaver.....	Briggsdale, Ohio..	C. L. Williams.....	86 W. N. Broadway.	21½ N. Front St...	2d & 4th Tues.
(m)55	Des Moines, Ia.....	S. West.....	512 Park Ave.....	Jas. Howery.....	287 E. 16th St....	Trds. & Labor Hall.	Friday.
(1)56	Erie, Pa.....	N. Amand.....	1805 Sassafras St.	E. H. Fails.....	1109 E. 30th St...	17th and State....	2d & 4th Wed.
(m)57	Salt Lake City, U..	T. J. Jones.....	1030 W. 2 So.....	Dave Anderson....	456 Blaine Ave....	Labor Temple.....	Every Thurs.
(1)58	Detroit, Mich.....	W. W. Borsch.....	55 Adelaide St....	F. K. Harris.....	55 Adelaide St....	333 Cass Ave.....	Tuesday.

WORKERS AND OPERATORS

525

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(w)59	Dallas, Tex.	Clyde Hoobler.	8 Labor Temple.	L. B. Irvin.	Rm. 8 Lab. Temp.	Labor Temple.	Every Mon.
(i)60	San Antonio, Tex.	Max Niedorf.	407 Indiana St.	Wm. Canze.	746 Aransas Ave.	Trade Council Hall	Every Wed.
(i)62	Youngstown, O.	E. Hughes.	150 E. Marion Ave.	W. J. Fitch.	133 Benita Ave.	223 W. Federal St.	1st & 3d Thurs.
(m)63	Warren, Pa.	F. M. Scheaffer.	6 W. Wayne St.	A. A. Keller.	116 Main Ave.	C. L. U. Hall.	1st & 3d Mon.
(w)64	Youngstown, O.	Bert Walsh.	P. O. Box 195.	Wm. Axelson.	P. O. Box 195.	Resh Hall.	Tuesday.
(i)65	Butte, Mont.	N. Marick.	Box 846.	W. C. Medhurst.	Box 846.	I. O. O. M. Hall.	Every Friday.
(m)66	Houston, Tex.	E. C. McQuillian.	4816 Caroline St.	J. P. Willson.	Box 454.	Labor Temple.	Every Wed.
(m)67	Quincy, Ill.	Warren Hartzele.	801 Adams St.	R. Lubbering.	921 N. 11th St.	Quincy Lbr. T'mple	2d & 4th Mon.
(i)68	Denver, Colo.	W. J. Hackett.	406 Club Bldg.	F. J. Kelly.	3301 Tennyson St.	412 Club Bldg.	Every Mon.
(i)69	Dallas, Tex.	T. D. Betts.	P. O. Box 827.	A. M. Lewis.	P. O. Box 827.	Labor Temple.	Every Mon.
(i)71	Columbus, O.	John McGehan.	1935 Parsons Ave.	G. C. Graham.	1369 Eastwood Ave.	21½ N. Front.	Every Thurs.
(i)72	Waco, Tex.	T. S. Cox.	Box 814.	Claude Doyle.	P. O. Box 814.	Labor Hall.	2d & 4th Mon.
(i)73	Spokane, Wash.	R. J. Franks.	Box 635.	W. A. Grow.	Box 635.	Carpenters' Hall.	1st & 3d Thurs.
(rr)74	Danville, Ill.	Leslie Cunningham.	722 Bryan Ave.	E. F. Truby.	927 N. Franklin St.	Trds. Council Hall.	2d & 4th Wed.
(i)75	Gr'd Rapids, Mich.	Frank Harrison.	742 Woodworth St.	Chas. Anderson.	1432 Wilcox Pk. Av.	415 N. Ottawa St.	Friday.
(i)76	Tacoma, Wash.	Geo. Sanderson.	Box 1261.	Roy Hunt.	210 St. Helen Av.	Bldg. Trades Hall.	1st & 3d Tues.
(cs)78	Cleveland, O.	W. R. Lennox.	2182 E. 9th St.	Leo A. Connors.	14016 Castalia Ave.	2182 E. 9th St.	Monday.
(i)79	Syracuse, N. Y.	J. E. Dibble.	319 Craddock St.	Robt. Taylor.	1121 3rd St. No.	Myers Hall.	Friday.
(m)80	Norfolk, Va.	Geo. Rohlsen.	110 W. York St.	T. J. Gates.	846 41st W.	I. O. O. F. Hall.	Wednesday.
(m)81	Scranton, Pa.	Wm. R. Weir.	2505 Prospect Ave.	Wm. Dailey.	822 Prospect Ave.	225 Wash. Ave.	1st & 3d Thurs.
(i)82	Dayton, O.	J. W. Howell.	122 Stillwater Ave.	Geo. Congdon.	428 Lorain Ave.	Labor Temple.	Every Mon.
(i)83	Los Angeles, Cal.	F. D. Ferguson.	Rm. 112, Labor Temple.	D. Gorman.	112 Trinity Ave.	Labor Temple.	Every Wed.
(m)84	Atlanta, Ga.	Daniel New.	Box 669.	A. J. Bailey.	Box 669.	112 Trinity Ave.	Every Thurs.
(s)85	Schenectady, N. Y.	Fred E. Schuldt.	405 Pleasant St.	C. V. Platto.	32 Front St.	246 State St.	3d Friday.
(w)86	Rochester, N. Y.	Geo. Ballinger.	44 Wilmington St.	A. L. Knauft.	34 Wilmington St.	Musicians' Hall.	Ev. other Wed.
(cs)87	Newark, Ohio.	Fred D. Haynes.	45 N. Arch St.	J. L. Levensperger.	237 N. 11th St.	Engineers Hall.	2d & 4th Tues.
(m)88	Chillicothe, O.	J. V. Brooks.	236 Hirn St.	C. B. Maddox.	233 Eastern Ave.	Trds. & Lab. Hall.	2d & 4th Tues.
(m)89	Crawf'dsville, Ind.			W. V. Symmes.	Box 82.	Rm. 13, K. of P. Bldg., Market & Washington.	1st & 3d Thurs.
(i)90	New Haven, Conn.	Wm. Dedrick.	96 Church St. N.	H. Wyatt.	170 Orange Ave.	215 Meadows St.	1st & 3d Tues.
(m)93	E. Liverpool, O.	Arthur Czech.	336 W. Church Alley.	C. D. Lentz.	301 Washington St.	Fowler Bldg.	1st & 3d Fri.
(m)94	Kewanee, Ill.	L. J. Metcalf.	508 5th Ave.	O. G. Smith.	852 Pine St.	Taylor Hall.	2d & 4th Fri.
(m)95	Joplin, Mo.	N. Graham.	713 Moffett Ave.	W. F. Hough.	2222 Connor Ave.	Labor Temple.	Every Friday.
(m)96	Worcester, Mass.	C. McKinstry.	1001 Main St.	W. H. Carlton.	140 West St.	Labor Temple.	1st & 3d Mon.
(i)97	Waco, Tex.	L. O. Niles.	Box 1128.	J. Caldwell.	Box 1128.	102½ S. 4th St.	1st & 3d Fri.
(i)98	Philadelphia, Pa.	J. S. Meade.	123 N. 15th St.	W. S. Godshall.	123 N. 15th St.	13th and P. Garden Sts.	Every Tues.
(i)99	Providence, R. I.	Chas. F. Smith.	72 Weybosset St.	Jas. B. Kennedy.	72 Weybossett St.	72 Weybosset.	Every Mon.
(i)100	Fresno, Cal.	O. D. Fincher.	1917 Toulumme.	C. R. Russell.	217 Theta St.	1917 Toulumme.	1st & 3d Tues.
(i)101	Cincinnati, O.	Ben Lloyd.	86 W. McMillan St.	A. J. Stayton.	1629 Herbert Ave.	1313 Vine St.	Wednesday.
(i)102	Paterson, N. J.	Robt. Sigler.	401 Ellison St.	C. Campbell.	117 Arlington Ave.	359 VanHouten St.	Every Thurs.
(i)103	Boston, Mass.	Frank R. Sheehan.	30 Fapon St. East Boston.	J. T. Fennell.	987 Washington St.	987 Washington St.	Every Wed.
(m)104	Boston, Mass.	H. W. Shivers.	10 Ashland St. Malden, Mass.	J. S. Mahoney.	18 Woodbridge St. Cambridge, Mass.	Paine Men Bldg.	Thursday.
(m)105	Hamilton, Ont., C.	E. Osier.	93 Catherine St. So.	S. Mitchell.	68 Campbell Ave.	Orange Hall.	Friday.
(i)106	Jamestown, N. Y.	H. W. Fisher.	62 Lakin Ave.	P. J. Kruger.	869 Spring St.	8 W. 3rd St.	Alternate Mon.
(m)107	Gr'd Rapids, Mich.	F. English.	459 Union Av. NE.	Ray Carley.	1721 Francis Ave. S. E.	Tr. & Labor Hall.	Thurs.
(m)108	Tampa, Fla.	J. A. Arnold.	Box 662.	A. J. Hayes.	Box 662.	Ross & Nebr. Ave.	Friday.
(i)109	Rock Island, Ill.	E. N. Crouse.	901 4½ St.	A. Asplund.	807 29th St.	21st & 3rd Ave.	2d & 4th Mon.
(i)110	St. Paul, Minn.	L. P. Kelly.	205 Dakota Bldg.	R. W. Holmes.	205 Dakota Bldg.	75 W. 7th St.	1st & 3d Mon.
(i)111	Denver, Colo.	J. Lasate.	2000 Gray St.	W. A. Fitzgerald.	412 Club Bldg.	412 Club Bldg.	Every Thurs.
(i)112	Louisville, Ky.	O. Nutting.	1519 E. Breckenridge St.	H. Henderson.	1642 Hale Ave.	Carl Marx.	Monday.
(m)113	Colo Spgs., Colo.	Ed. Mackey.	525 N. Royer St.	Tom Mackey.	605 E. Willamette Ave.	Rm. 11, Woolworth Bldg.	Every Friday.
(m)114	Fort Dodge, Ia.	W. Sanford.	716 6th Ave. No.	E. M. Gulden.	1 No. 18th St.	Labor Temple.	1st & 3d Tues.
(i)116	Ft. Worth, Tex.	Chas. Shyro.	1101 Houston St.	J. J. Farrell.	Box 1243.	Musicians Club.	Every Tues.
(m)117	Elgin, Ill.	J. Costello.	723 Cedar Ave.	R. W. Pinkerton.	Box 135.	168 Chicago St.	1st & 3d Thurs.
(m)119	Tempe, Tex.	A. C. Hornuth.	Temple Elec. Co.	H. S. Newland.	508 S. 11th.	Over Busy Bee.	Sun. morn.
(m)120	London, Int., C.	C. Burthwick.	643 Tome Ave.	J. A. Woodley.	377 Rattle St.	Richmond St.	2d & 4th Thurs.
(m)121	Augusta, Ga.	Leonard Kitchens.	Labor Hall, 8th & Ellis.	F. A. Schuele.	323 Walker St.	Labor Hall.	Tuesday.
(m)122	Great Falls, Mont.	H. Odell.	Box 385.	C. E. Scott.	Box 385.	I. O. O. F. Hall.	Every Tues.
(m)123	Wilmington, N. C.	M. J. Crumpler.	312 S. 4th St.	W. L. Wood.	815 Princess St.	I. O. O. F. Hall.	Friday.
(i)124	Kansas City, Mo.	Neil Callahan.	3033 Oak St.	G. W. Slade.	2923 Walnut St.	Labor Temple.	Every Tues.
(rr)125	Portland, Oreg.	W. L. Chapman.	Box 644.	W. E. Bates.	Box 644.	E. Pine & Grand av.	Every Friday.
(rr)126	Manchester, N. Y.	Arthur Penny.	75 State St.	Howard Sprague.	16 Howard St.	Bairds Hall.	2d & 4th Fri.
(m)127	Kenosha, Wis.	Ray Thornton.	477 Edward St.	Thos. O'Connor.	1055 Pickwick Pl.	Howland & Elizabeth	2d & 4th Wed.
(m)129	Elyria, O.	Gaylord Tucker.	Oberlin Rd.	H. A. Sauer.	420 Kenyon Ave.	Painters Hall.	1st & 3d Tues.
(i)130	New Orleans, La.	D. J. Byrne.	131 W. Fountain.	H. M. Muller.	715 Union St.	715 Union St.	Friday.
(i)131	Kalamazoo, Mich.	Geo. Allen.	226 Vine St.	W. G. Fountain.	605 Portage St.	Metal Tr. Hall.	Monday.
(m)132	Clifton, Ariz.	R. S. Heath.	Morenci, Ariz.	C. C. Bozett.	Morenci, Ariz.	Mechanics Hall.	1st Wed.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(i)132	Middletown, N. Y.	Geo. Gibbs.	43 Houston Ave.	T. E. Hodge.	10 Watkins Ave.	Gunther Bldg.	1st Thurs.
(i)134	Chicago, Ill.	Robert Brooks.	1507 Ogden Ave.	Syl. Williams.	1507 Ogden Ave.	1507 Ogden Ave.	Every Thurs.
(m)125	La Crosse, Wis.	M. C. Dobbsen.	1525 Farmun St.	Theo. Strauss.	526 N. 9th St.	427 Jay St.	1st & 3d Tues.
(m)126	Birmingham, Ala.	A. H. Vickery.	Box 205.	S. L. Whitehead.	Box 205.	Ben Hur Temple.	Tuesday.
(i)137	Albany, N. Y.	Roy Zeilman.		John O'Neil.		120 Madison Ave.	3d Tues.
(m)138	Elmira, N. Y.	Jerry Sheeche.	370 Clinton N.	Ed. Jones.	666 Park Pl.	200 E. Water St.	2d & 4th Wed.
(i)140	Schenectady, N. Y.	H. A. Boink.	620 Smith St.	F. A. Hartrick.	123 Front St.	246 State St.	1st & 3d Wed.
(i)141	Wheeling, W. Va.	E. H. Hagan.	648 Market St.	Edw. Meagle.	66 23rd St.	Odd Fellows Hall.	2d & 4th Fri.
(i)142	Boston, Mass.			Wm. Slacken.	435 Old South Bldg.	987 Washington St.	Friday.
(i)143	Harrisburg, Pa.	Geo. Miller.	1518 Susquehanna St.	J. J. Kaufhold.	430 Hamilton St.	221 Market St.	2d & 4th Mon.
(i)146	Decatur, Ill.	Geo. Kossieck.	Box 431.	Chas. J. Winter.	Box 431.	Stein Hall.	2d & 4th Fri.
(to)147	Chicago, Ill.	Mack L. H. Larsen.	175 W. Wash. St.	Jas. McAndrews.	175 W. Wash. St.	412 Masonic Te'ple.	1st & 3d Tues.
(rr)148	Washington, D. C.	E. H. Pickel.	406 1st St. S. E.	E. H. Pickles.	406 1st St. S. E.	Northeast Temple.	Every Wed.
(i)149	Aurora, Ill.	J. St. John.	507 6th Ave.	John Smith.	302 Oak Ave.	Schalerlin Hall.	2d & 4th Wed.
(i)150	Waukegan, Ill.	W. F. Vetter.	401 McDaniel Av.	D. R. Ames.	828 Grand Ave.	218 Wash. St.	1st & 3d Wed.
(i)151	San Francisco, Cal.	J. Hansen.	112 Valencia St.	H. S. Walker.	503 34th Ave.	112 Valencia St.	Every Thurs.
(rr)152	Deer Lodge, Mont.	J. V. Steinberger.	Box 522.	John Ward.	Box 715.	I. O. O. F. Hall.	Friday.
(i)153	South Bend, Ind.	H. N. Austin.	1031 Postage Ave.			315 S. Mich.	2d & 4th Thurs.
(i)154	Davenport, Ia.	Wm. Thompson.	621 E. 12th St.	E. E. Koontz.	3 Schricker Flats.	5th & Brady Sta.	2d & 4th Wed.
(m)155	Okla. City, Okla.	R. R. Million.	24 W. 8th St.	O. A. Waller.	1841 W. 11th St.	Carpenter's Hall.	Tuesday.
(i)156	Ft. Worth, Texas.	J. C. Estill.	Box 251.	Chas. Funkhouser.	Box 251.	Musician's Hall.	Wednesday.
(m)157	DuQuoin, Ill.	Jno. Davison.		Lester B. Howell.	E. Main St.	E. Main St.	1st & 3d Mon.
(m)159	Madison, Wis.	H. A. Fielman.	1243 Jenifer St.	W. Fielman.	113 S. Carroll St.	27 N. Pickney St.	2d & 4th Thurs.
(m)161	Greenfield, Mass.	Joseph Lamb.	31 Davis St.	W. D. Clark.	41 Russell St.	Comm'wealth Hall.	1st Thursday.
(rr)162	Kansas City, Mo.	L. B. White.	2510 Holmes St.	F. S. Eldred.	1210 The Paseo.	813 Walnut St.	2d & 4th Mon.
(i)163	Wilkes-Barre, Pa.	Harold V. Deubler.	105 Cary Ave.	Bruce McMillan.	88 S. Bennett St.	24 Simon Long bldg	Every Thurs.
(i)164	Jersey City, N. J.	Frank X. Belanger.	1089 Summit Ave.	Art Wichman.	176 Hopkins St.	583 Summit Ave.	Friday.
(c)165	Superior, Wis.	Wm. Tuttle.	1405 Cummings Av.	Jos. Hennessy.	Flat 301, Broad-way Apts.	Moose Hall.	1st & 3d Tues.
(i)166	Lincoln, Nebr.	B. L. Rigger.	Labor Temple.	J. P. Evans.	Labor Temple.	Labor Temple.	1st & 3d Tues.
(i)169	Fresno, Calif.	Walter Egli.	Box 64, Route C.	G. M. DeVore.	1286 Delmar Ave.	Bowling Auditorium Bldg.	2d & 4th Tues.
(rr)171	Watertown, N. Y.	H. F. Lowe.	1136 Franklin St.	R. P. Wiley.	333 Logan Ave.	800 Rothstock bldg.	2d & 4th Wed.
(m)172	Newark, Ohio.	Ralph Bradley.	48 E. Chamel St.	S. C. Alsdorf.	115 Ash St.	3 1/2 N. 3d St.	1st & 3d Thurs.
(m)173	Ottumwa, Ia.	C. E. Nichols.	Box 158.	L. C. Stiles.	Box 158.	Labor Hall.	1st & 3d Tues.
(m)175	Chattanooga, Tenn.	J. Hawkins.	R. F. D. No. 5.	Bert Black.	201 Long St.	Cent. Labor Hall.	Every Tuesday.
(i)176	Joliet, Ill.	R. V. Allen.	S. Ottawa St.	R. G. Worley.	104 Cogwin Ave.	Labor Hall.	2d & 4th Thurs.
(m)177	Jacksonville, Fla.	A. V. Allison.	18 E. Adams.	E. C. Valentine.	621 Main St.	Labor Temple.	Wednesday.
(i)178	Canton, Ohio.	M. Sarver.	815 5th St. NE.	Jas. Strow.	1725 14th St. S. W.	Moose Hall.	1st & 3d Mon.
(i)179	Norristown, Pa.	E. L. Whitman.	704 Stambridge St.	Jas. Decker.	1030 W. Airy St.	Norristown Trust Bldg.	1st & 3d Tues.
(m)180	Vallejo, Cal.	C. P. Vincent.	92 B. St.	G. Stanley Pearce.	423 Louisiana St.	Labor Temple.	Every Wed.
(i)181	Utica, N. Y.	E. J. Crave.	512 Square St.	W. R. Gardiner.	1205 Sunset Ave.	Labor Temple.	2d & 4th Fri.
(b)182	Chicago, Ill.	A. J. Cullen.	2816 Hillock Ave.	John Evoy.	1514 N. Fairfield Ave.	128 W. Randolph.	2d & 4th Fri.
(i)183	Lexington, Ky.	C. J. Stallard.	323 Columbia Ave.	C. J. McCullough.	620 W. Short St.	Union Hall.	1st & 2d Mon.
(m)184	Galesburg, Ill.	Wm. Mills.	W. North St.	M. E. Howe.	447 Maple Ave.	Labor Temple.	2nd & 4th Mon.
(m)185	Helena, Mont.	S. L. Beckwith.	Box 267.	S. L. Beckwith.	Box 267.	Eddy's Hall.	1st & 3d Tues.
(i)186	Gary, Ind.	Frank Lawrence.	Box 22.	W. M. Tucker.	429 Harrison St.	R. of P. Hall.	1st & 3d Fri.
(m)187	Oshkosh, Wis.	S. Robertson.	70 Evans St.	Patk Joy.	41 Oakland Ave.	Labor Hall.	1st & 3d Tues.
(i)188	Charleston, S. C.	T. A. Corby.	Box 914.	J. W. Bense.	51 N. Alexander St.	Labor Temple.	1st & 3d Fri.
(m)191	Everett, Wash.	H. H. Pile.	2624 Lombard Ave.	J. M. Gibbs.	3119 Oakes Ave.	Labor Temple.	Every Monday.
(i)192	Pawtucket, R. I.	James Brophy.	98 Page Ave.	Andrew Thompson.	38 South St.	21 N. Main St.	1st & 3d Tues.
(i)193	Springfield, Ill.	C. E. Golden.	605 W. Calhoun Av.	W. H. Sammons.	1018 W. Edwards St	Painters Hall.	2d & 4th Wed.
(i)194	Shreveport, La.	H. C. Rogers.	Box 740.	Chas. Serwisch.	Box 740.	Majestic Bldg.	Mon. night.
(bo)195	Milwaukee, Wis.	Jos. B. Veit.	479 14th Ave.	Louis Brandes.	405 Albion St.	300 4th St.	2d Wed. 8 p.m.
(i)196	Rockford, Ill.	S. Sassali.	787 N. 1st St.	Henry Fortune.	916 Elm St.	Cent. Labor Hall.	Every Fri.
(i)197	Bloomington, Ill.	Maurice Kalohar.	1521 S. Main St.	L. E. Reed.	620 S. Clinton.	208 W. Front St.	2d & 4th Wed.
(m)199	Oskaloosa, Iowa.	Frank Jameson.	109 F. Ave. W.	J. H. Jamison.	109 F. Ave. W.	Cor. Market & 1st Ave.	Mondays.
(rr)200	Anaconda, Mont.	E. A. Mayer.	Box 483.	J. H. Smith.	Box 483.	I. O. O. F. Hall.	Every Friday.
(m)201	Connorsville, Ind.	Clyde Webster.	219 E. 2d St.	L. B. Lucas.	1301 Eastern Ave.	Elec. Wkrs. Hall.	1st & 3d Tues.
(c)202	Boston, Mass.	Wm. C. Crane.	57 Mt. Vernon St.	John T. Danehy.	46 Adams St.	Ancient Landmark Hall.	1st & 3d Wed.
(i)204	Springfield, Ohio.	Melvin Bell.	916 W. Mulberry St.	C. P. Baughman.	525 W. Columbia St	Labor Temple.	Tuesday.
(rr)206	Omaha, Nebr.	A. Julien.	4724 N. 29th St.	H. H. Bradshaw.	714 Perrin Ave.	New Labor Temple	1st & 3d Thurs.
(m)208	Jackson, Mich.	J. W. Hinton.	104 Gibson Pl.	E. Wideman.	345 So. Park.	Labor Hall.	2d & 4th Thurs.
(i)207	Stockton, Cal.	C. Williams.	922 E. Main St.	Frank Kinne.	Box 686.	Cent. Lab. Council	Fridays.
(m)209	Logansport, Ind.	P. C. Lamborn.	605 Wheatland Ave.	H. Whipple.	821 W. Melbourne Ave.	Trades Assem. Hall	1st & 3d Fri.

WORKERS AND OPERATORS

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L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(1)210	Atlantic City, N. J.	R. E. White.....	20 Adams Ave. Pleasantville, N. J.	D. C. Bach.....	1428 Atlantic Ave...	1620 Atlantic Ave...	Tuesdays.
(1)211	Atlantic City, N. J.	Harry Lyons.....	9a Irving Place.....	J. S. Bennett.....	1602 Pacific Ave...	1620 Atlantic Ave...	Mondays.
(1)212	Cincinnati, O.....	W. B. Slater.....	2540 Lidell St.....	Arthur Liebenrood.	12th & Walnut.....	12th & Walnut.....	1st & 3d Wed.
213	Vancouver, B. C.	F. R. Burrows.....	440 Pender St. W....	E. H. Morrison.....	440 Pender St. W....	4142 Lake St.....	1st & 3d Fri.
(rr)214	Chicago, Ill.....	J. A. Wright.....	3251 W. Madison....	J. A. Cruise.....	642 N. Troy St....	Bricklayer's Hall...	2d & 4th Mon.
(i)215	Poughkeepsie, N. Y.	Clarence Fay.....	16 Lagrange Ave.... Arlington, N. Y.	Chas. Smith.....	74 Delafield St....	Broad and Front....	1st & 3d Fri.
(rr)217	Trenton, N. J.....	J. J. Hines.....	24 Southard St....	L. Lewallen.....	63 Garfield Ave....	Carpenters' Hall....	1st & 3d Thurs.
(m)218	Sharon, Pa.....	G. C. Gardner.....	656 Cedar.....	F. Z. Neal.....	272 Spruce St....	C. L. U. Hall.....	Every Mon.
m 219	Ottawa, Ill.....	J. W. Mercer.....	117 Center St.....	Gus Krause.....	402 E. Grover St....	I. O. O. F. Hall....	2d & 4th Wed.
(i)220	Akron, O.....	J. J. McGinnis....	5 E. Buchtel Ave....	S. P. Moran.....	5 E. Buchtel.....	Labor Hall.....	2d Wed.
(1)221	Beaumont, Tex....	F. J. McComb.....	Box 342.....	F. H. Lindsey.....	Box 524.....		
(m)222	Medicine Hat, Alta., Can.			F. J. McComb.....	Box 342.....		
(i)223	Brockton, Mass....	R. L. Windsor.....	192 Warren Ave....	A. B. Spencer.....	Crescent St., West. Bridgewater, Mass.	Rm. 26, 126 Main...	Every Wed.
(i)224	New Bedford, Mass.	Wm. Hemmings....	710 Brock Ave.....	J. H. Griffin.....	171 Summer St....	Theatre Bldg.....	Mondays.
(m)225	Norwich, Conn....	Ed. Shannon.....	69 Boswell Ave....	H. H. Bernier.....	70 Norwich Ave.... Taftville, Conn.	Carpenters' Hall...	1st & 3d Mon. N. London, 3d Monday. Norwich.
(i)226	Topeka, Kas.....	C. J. Maunsell....	222 E. Euclid Ave..	J. L. Lewis.....	315 Park Ave.....	418 Kansas Ave....	1st & 3d Wed.
(m)227	Sapulpa, Okla....	Wm. Rogers.....	P. O. Box 981.....	John Byran.....	Box 928.....	Labor Hall.....	1st & 3d Sun.
(m)229	York, Pa.....	H. W. Deardorff..	933 W. College Ave.	A. D. McGuigan....	962 N. George St...	York Labor Temp...	1st & 3d Thurs.
(m)230	Victoria, B. C....	F. Shapland.....	828 Broughton St..	W. Reid.....	2736 Asquith St....	I. O. O. F. Hall....	Every Mon.
(i)231	Sioux City, Ia....	S. J. Lanning.....	Box 557.....	C. R. Price.....	Box 557.....	5th & Nebraska....	1st & 3d Thurs.
(m)232	Kaukauna, Wis....	Wm. Reardon.....	S. Kaukauna, Wis..	Nick Mertes.....	S. Koukauna.....	Corcoran Hall.....	1st & 3d Tues.
(i)233	Newark, N. J.....	Roy Sanders.....	714 Laurel St.....	H. W. Herriger....	546 Springfield Av..	262 Wash. St.....	Wednesday.
(m)234	Brainerd, Minn...	Arthur Nixon.....	173 Shores St.....	E. L. Dahl.....	302 1st Ave.....	Tr'ds. & Labor Hall	1st Tuesday.
(i)235	Taunton, Mass....	John Seeger.....	1301 N. Everitt St.	F. B. Campbell....	122 Winthrop St...	I. O. O. F. Bldg...	1st & 3d Fri.
(i)236	Streator, Ill.....	A. C. Vair.....	Box 325, La Salle, N.Y.	Wm. Markowitz....	366 Rush St.....	Main St.....	1st & 3d Wed.
(i)237	Niagara Falls, N.Y.			C. A. Weber.....	729 Willow Ave....	Eagles Hall.....	2d & 4th Wed.
(i)238	Asheville, N. C....	Charles. Hollings- worth.		E. B. Murdock.....	Box 911.....	Elks Club Bldg...	1st & last Mon.
(rr)239	Williamsport, Pa.	L. I. Gottschall...	515 5th Ave.....	A. M. Schlick.....	22 W. Lincoln Av. S.	Labor Temple.....	Every Wed.
(m)240	Muscatine, Iowa...	Chas. G. Erdman...	123 W. Front St...	Max Oldenburg....	892 Newell Ave....	Labor Assem. Hall.	2d & 4th Thurs.
(1)243	Savannah, Ga....	L. L. McWatty....	127 Abercorn.....	G. T. Roberson....	416 Macon St. E....	DeKalb Hall.....	Friday.
(i)245	Toledo, Ohio.....	Louis Schertinger.	826 Broadway.....	Oliver Myers.....	Labor Temple.....	Moose Temple.....	Friday.
(m)246	Steubenville, Ohio	H. Watt.....	211 Stack St.....	J. Leseman.....	Box 700.....	4th & Market.....	Monday.
(s)247-b	Schenectady, N. Y.	Herbert M. Merrill.	228 Liberty St.....	Jas. Cameron.....	213 4th St., Scotia, N. Y.	Elec. Wkrs. Hall...	1st & 3d Thurs.
(1)250	San Jose, Cal.....	H. Shake.....	230 N. 9th St.....	Harry Rake.....	17 Norton Ave....	Labor Temple.....	Every Friday.
(m)251	Pine Bluff, Ark...	T. White.....	1416 W. 5th St....	J. L. Boynton.....	1221 E. 2nd Ave....	Build. Trade Hall...	2d & 4th Tues.
(i)252	Ann Arbor, Mich..	Clifford Wood....	1103 E. Wash. St...	Frank Beardsley...	325 Braun Ct.....	Trade Council Hall	2d & 4th Wed.
(m)254	Schenectady, N. Y.	M. T. Northup....	6 Forest Rd.....	J. J. Callahan....	720 Hattie St.....	246 State St.....	1st & 3d Mon.
(m)255	Ashland, Wis.....	S. J. Talaska.....	Cemetery Road....	C. Margenan.....	Badger Elec. Co....	Eagles' Hall.....	2d Wed.
(i)256	Fitchburg, Mass...	Jas. McGee.....	195 Haywood St...	John Burns.....	50 Goodrich St....	C. L. U. Hall.....	1st & 3d Tues.
(i)258	Providence, R. I..			W. O'Neill.....	36 Hancock St....	72 Webstersett St..	1st & 3d Fri.
(i)259	Salem, Mass.....	P. J. Dean.....	Box 251.....	T. Hussey.....	Box 251.....	53 Washington St..	1st 3d Mon.
(rr)260	Baltimore, Md....	C. Fillie.....	301 E. 22nd St....	Wm. Wilkerson....	Halethorps, Md....	Cockeys Hall.....	1st & 3d Wed.
(1)261	Petersboro, Ont., C.	H. Jeffery.....	Albertus St., Clar- aday, P. O.	C. W. Saunders....	137 Romaine St....	Labor Hall.....	2d & 4th Wed.
(m)262	Plainfield, N. J...	Wesley Barrett...	714 E. 6th St.....	Russell Hann.....	115 Johnston Av...	Bldg. Trades Hall...	2d & 4th Mon.
(1)263	Dubuque, Iowa...	R. F. Pfeffer.....	1363 Lincoln Ave...	Leo Gregory.....	303 W. Locust St...	Carpenters' Hall...	2d & 4th Thurs.
(m)265	Lincoln Nebr....	R. H. Cruse.....	2314 Randolph St..	Oscar Schon.....	Labor Temple.....	Labor Temple.....	1st & 2d Thurs.
(e)266	Sedalia, Mo.....	I. Hotsensfully...	1116 E. 9th St.....	F. W. Miley.....	2100 S. Wash. St...	Labor Temple.....	1st & 3d Fri.
(c)267	Schenectady, N. Y.	A. V. Gould.....	521 Chrysler Ave...	J. W. Cain.....	Route No. 6.....	246 State St.....	1st & 3d Sat.
(m)268	Newport, R. I....	H. F. Buzby.....	5 Gould St.....	F. C. Gurnett.....	7 Third St.....	Music Hall.....	1st & 3d Fri.
(i)269	Trenton, N. J.....	Rupert Jahn.....	121 Park Lane....	Jos. Powers.....	112 S. Broad St...	112 S. Broad.....	Tuesday.
(m)271	Wichita, Kan.....	Don Meeker.....	723 S. Main St.....	W. Dunham.....	214 S. Estelle St...	119 S. Lawrence Av.	Every Mon.
(m)272	Sherman, Tex.....	Roy Smith.....		E. F. Jerger.....	127 Lee St.....	Labor Hall.....	2d & 4th Tues.
(m)273	Clinton, Iowa....	Olaf Carlson.....	225 Maple Ave....	Paul J. Clark.....	704 6th Ave.....	Moose Hall.....	2d & 4th Wed.
(rr)274	Columbus, O.....	C. B. Jackson.....	227 Minnesota Ave.	Robt. Marshall....	30 Crestview Rd...	199 1/2 S. High St...	1st & 3d Wed.
(i)275	Muskegon, Mich...	W. E. Gerst.....	72 Octavius St.... 2d Floor.	E. F. Plunkett....	95 Sanford St....	Woodman Hall.....	1st & 3d Thurs.
(m)276	Superior, Wis....	H. E. Tilton.....	1920 Tower Ave....	C. O. Boswell....	1915 15th St.....	Labor Hall.....	1st & 3d Tues.
(1)277	Wheeling, W. Va..	Chas. Gribben....	926 McColloch St..	L. E. Hunt.....	Box 453..... Bridgeport, O.	1405 Market St...	Every Thurs.
278	Paris, Texas.....			Thos. G. Martin...	Box 496.....	106 Grand.....	1st Monday.
(m)281	Anderson, Ind....	Earl Smith.....	2220 Walnut St....	Ed. Thompson....	1916 Jeff St.....	Bronnenburg Bldk.	Tues.
(m)283	Chicago, Ill.....	John McGeever...	5415 S. May St....	Robt. Ryan.....	5746 S. Peoria St...	5445 S. Ashland Av.	1st & 3d Fri.
(m)283	Oakland, Cal.....	J. E. Fifield.....	1626 6th St..... Berkeley, Calif.	Geo. Wagner.....	1110 Ranleigh Way. Piedmont, Cal.	Labor Temple.....	Wednesday.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)285	Peru, Ind.	Riley Quince	423 W. 2nd St.	Fred Barth	103 E. River	Labor Temp. Hall	2d & 4th Mon.
(m)286	New Albany, Ind.	Fred Haertel	Glenwood Place	F. H. Welch	215 Elm St., E.	Bank & Market	2d & 4th Tues.
(rr)287	Ogden, Utah	Ed. Smith	2647 Monroe Ave.	G. E. Brooks	227 22nd St.	Eagles Hall	1st Wed.
(m)288	Waterloo, Iowa	H. A. Mayer	141 Summit Ave.	W. H. Webb	314 Oak Ave.	Eagles Hall	Every Thurs.
(m)290	Bartlesville, Okla.	D. W. Eaton		Ray Herre	Care Keener Elec. Co.	Carpenters' Hall	Monday.
(m)291	Boise, Idaho	R. F. Murphy	Box 525	L. N. Ewing	Box 525	Labor Temple	Every Thurs.
(i)292	Minneapolis, Minn.	Pete Hangent	225 S. 5th St.	G. W. Alexander	225 S. 5th St.	225 5th St. So.	2d & 4th Mon.
(i)293	Minneapolis, Minn.			O. L. Hansen			1st & 3d Tues.
(i)293	Springfield, Mass.	E. Swaine	43 Lathrop St. W. Spgfd, Mass.	C. W. Haggins	249 Tyler St.	Cent. Labor Hall	Last Wed.
294	Hibbing, Minn.			L. H. Mahood	Gen. Del.	Public Library	2d & 4th Fri.
(i)295	Little Rock, Ark.	Harry Cartney	1123 W. 4th St.	J. C. Parr	1001 W. 15th St.	112½ W. 5th	1st & 3d Thurs.
(m)296	Berlin, N. H.	Albert Lenon	Main St.	Ora A. Keith	Gen. Del.	K. of P. Hall	1st & 3d Mon.
(m)298	Michigan City, Ind.	Frank Lute	1122½ Pine St.	Ed Timm	214 W. 11th St.	727 Franklin St.	2d & 4th Fri.
(i)299	Carmden, N. J.			A. G. Watkins	316 Grant St.	Mozart Hall Broad- way and Wash.	Every Wed.
(i)300	Auburn, N. Y.	J. M. Barrette	31 Mattie St.	A. Dickens	50 Aspen St.	Cent. Labor Hall	2d & 4th Fri.
301	Texarkana, Tex.			T. A. Collins	2209 Pecan St.	Labor Temple	2d & 4th Fri.
(m)302	Martinez, Calif.	G. H. Armstrong	Box 574	C. J. Campbell	707 Los Juntas	Moose Hall	Saturday.
(m)303	St. Catherine's, Ont., Can.	M. H. Laird	184½ Welland Ave.	J. Jones	118 Antwerp St.	110 St. Paul	1st & 3d Wed.
(m)304	Greenville, Texas	C. A. Duck	2813 Lee St.	C. A. Duck	2813 Lee St.	Municipal Shop	1st & 3d Wed.
(i)305	Pt. Wayne, Ind.	A. H. Meyer	724 Riverside Ave.	M. Braun	1525 Taylor St.	Federation Hall	Every Mon.
(m)306	Anniston, Ala.	Geo. Latta	226 Main St.	D. M. Clarke	Box 362	Knox Bldg.	Friday.
(m)307	Cumberland, Md.	Roy Lilly	128 N. Center St.	Jos. Birmingham	16 N. Johnson St.	Bldg. Trds. Hall	Thursday.
(m)308	St. Petersburg, Fla.	W. A. Brinson	Box 522	T. A. Brown	Box 522	Cent. Labor Hall	1st & 3d Thurs.
(i)309	E. St. Louis, Ill.	R. Eastman	573 N. 30th St.	B. S. Reid	506 N. 22d St.	237 Collinsville Av.	Every Thurs.
(m)310	Vancouver, B. C., Canada.	J. E. Davis	1016 16th Ave. New West- minster, B. C.	W. E. Buntin	1746 Barclay St.	Labor Temple	Monday.
(rr)312	Salisbury, N. C.	D. P. Linebarrier	Salisbury, N. C.	A. T. Sweet	214 W. Liberty St.	Woodman Hall	1st & 3d Mon.
(m)313	Wilmington, Del.	G. L. Brown	614 Pine St.	W. J. Outten	3302 Wash. St.	Labor Temple	Every Friday.
(m)314	Bellingham, Wash.	Geo. E. McHefey	R. F. D. No. 1	E. T. Reynolds	1919 King St.	Labor Temple	2d & 4th Wed.
(m)316	Ogden, Utah	Geo. Ball	Box 44	F. W. Barrie	Box 44	Old Eagles Hall	Every Tues.
(i)317	Huntington, W. Va.	E. Miller	1901 9th Ave.	G. L. Hawes	240 8th Ave.	Homrichs Hall	1st & 3d Wed.
(rr)318	Knoxville, Tenn.	B. R. Acuff	Fountain City, Tennessee.	E. H. Turner	305 Caldwell Ave.	709½ Gay St.	4th Tues.
320	Manitowac, Wis.	W. Koutnik	1012 Madison St.	Edw. Krainik	1210 Huron St.	Union Hall	1st & 3d Fri.
(m)321	LaSalle, Ill.	Edw. Blaine		Earl Capen	655 Marquette St.	Post Hall	1st & 3d Fri.
(m)322	Casper, Wyo.	John Mullen	534 S. Durkin	E. R. Trollope	637 W. 9th St.	Trls. Council Hall	Tues.
(m)323	W. P. Beach, Fla.	Joseph E. Bell	222 2d Ave.	Stephen L. Harmon	135 Okeechabee Rd.	Bldg. Trds. Hall	1st & 3d Fri.
(i)324	Binghampton, N. Y.	R. Shapley	19 Fairview Ave.	A. D. Barnes	6 Bevier St.	77 State St.	2d & 4th Mon.
(i)326	Lawrence, Mass.	Jos. Hutton	45 Forest St.	Augustine Raidy	21 Exchange St.	Lincoln Hall	1st Friday.
(m)327	Pensacola, Fla.	C. H. Parker	Box 1316	C. H. Parker	Box 1316	I. B. F. W. Hall	1st & 3d Mon.
(m)328	Oswego, N. Y.	E. C. Bough	144 W. Bridge	Frank W. Gallagher	79 E. 8th St.	Lab. Hall, W. 1st St	1st & 3d Tues.
(m)329	Shreveport, La.	C. A. Long	1601 Fair Pl.	Edw. Olwell	Box 749	Majestic Bldg.	1st & 3d Thurs.
(m)330	Lawton, Okla.	J. B. Sanders	209 A St.	R. F. Hayter	609 Dearborn St.	Chamber of Com- merce Bldg.	Tuesday.
(i)332	San Jose, Cal.	Edw. A. Stock	528 S. 2d St.	I. B. Allen	42 E. William St.	Labor Temple	2d & 4th Wed.
(i)333	Portland, Me.	N. A. Peterson	84 Union St. Westbrook, Me.	M. E. Crossman	85 Market St. Suite 33	Pythian Temple	1st & 3d Fri.
(m)334	Pittsburg, Kan.	C. A. Martin	Box 85	C. V. Wallar	609 E. 9th St.	Labor Temple	Thursday.
(m)335	Springfield, Mo.			C. W. Lamons	823 W. Division St.	Dingledine's Hall	2d & 4th Tues.
(m)336	Manhattan, Kan.	John Lund	1414 Fairchild Ave.	C. B. Custer	112 S. 17th St.	Labor Temple	2d & 4th Mon.
(rr)337	Parsons, Kan.	E. G. McGinnes	1910 Stevens Ave.	G. A. Fitchner	Box 532	1816½ Main St.	1st & 3d Wed.
(m)338	Dennison, Tex.	W. R. Wilson	601 W. Woodard	W. B. Crowe	616 E. Marton	W. O. W. Hall	1st & 4th Wed.
(m)339	Ft. Wm., Ont., C.	F. Ryden	Box 203	C. Doughty	137 W. Francis St.	Labor Temple	2d & 4th Fri.
(i)340	Sacramento, Cal.	F. R. Merwin	2003 Castro Way	L. T. Weber	2724 J St.	Labor Temple	Monday.
(rr)341	Livingston, Mont.	R. E. Landon	Box 491	E. Hansen	Box 491	Masonic Hall	1st & 3d Wed.
(c)342	Taft, Cal.	G. E. Young	Box 573	S. D. Green	Box 573	Labor Temple	Every Wed.
(c)344	Prince Rupert, B. C., Canada.			T. B. Black	Box 457	Carpenters' Hall	2d Friday.
(m)345	Mobile, Ala.	H. C. Weist	800 Elmira St.	H. M. Brewton	953 Seneca St.	Labor Temple	Every Mon.
(i)346	Ft. Smith, Ark.	John McNeil	508 N. 18th St.	C. L. Cooper	611 S. 13th St.	Labor Temple	1st & 3d Thurs.
(i)347	Des Moines, Ia.	O. Haptonstahl	Labor Temple	Theo. Kooreman	106 6th Ave.	Labor Temple	Every Friday.
(m)348	Calgary, Alta., Can.	J. Ellender	906 5½ St. N. W.	A. J. Jorgenson	714 8th Ave., W.	Labor Temple	2d & 4th Wed.
(i)349	Miami, Fla.	John Early		A. J. Taunten	Box 355, Route B.	Carpenters' Hall	Every Wed.
(m)350	Hannibal, Mo.	Lee Fowler	808 Church St.	Harry Baldwin	Route No. 1	Labor Temple	1st Tues.
(i)352	Lansing, Mich.	John A. Swan	1012 W. Main St.	Orlo Rector	502 N. Butler St.	227½ N. Wash. Av.	1st & 3d Fri.
(m)353	Toronto, Ont., C.	A. Milligan	184 Queen St. E.	A. Garland	114 Rhodes Ave.	Labor Temple	Every Thurs.
(c)354	Salt Lake City	Geo. Haglund	Box 213	R. Gillette	Box 213	Labor Temple	Wednesday.

WORKERS AND OPERATORS

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L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)355	Wausau, Wisc.	Ralph Lillie	Town Line Rd.	R. C. Sandholm	601½ Humboldt Av.	I. O. O. F. Hall	2d & 4th Thurs.
(m)356	Gr. Island, Nebr.	Stanley Landgren		Stanley Landgren	Box 71	Labor Temple	2d & 4th Wed.
(a)357	Roanoke, Va.	A. L. Anderson	1323 Tazewell Ave.	G. B. Cromer	Vinton, Va.	Labor Bldg.	2d & 4th Sat.
(m)358	Perth Amboy, N. J.	Geo. Grimm	441 Laurie St.	Victor Larsen	141 Compton Ave.	Wash. Hall	1st & 3d Fri.
(m)361	Tonopah, Nev.	Walter Ross	Box 908	Walter Ross	Box 908	St. Patrick	2d & 4th Fri.
(C)364	Rockford, Ill.	C. E. Ingerson	203 N. Winnebago St.	R. J. Landess	608 N. 3rd St.	St. Musician Hall	Every Thurs.
(t)366	Rumford, Me.	F. M. Buswell		P. L. Roberts		K. of P. Hall	2d Friday.
(m)367	Easton, Pa.	J. E. Hurlbert	612 Belmont St.	H. J. Stever	143 Ferry St.	433 Northampton St.	1st & 3d Fri.
(I)368	Indianapolis, Ind.	J. F. Scanlan	1715 W. Market St.	Wallace Simmons	239 N. Davidson	Labor Temple	Friday.
(I)369	Louisville, Ky.	Irwin Hudson	2409 Montgomery St.	F. J. Kintner	2616 Bank St.	Moose Home	Every Mon.
(m)371	Monessen, Pa.			B. C. Enlow	Bellevornon, Pa.	Charlcroi, Pa.	2d & 4th Tues.
(m)372	Boone, Iowa	N. Maynard	313 Linn St.	Oscar Anderson	309 Carroll St.	719½ Keeler St.	Wednesday
(m)373	Kitchener, Ont.	F. Benninger	46 Scott St.	Jos. Mattell	18 Dekay St.	Trades & Labor Hall	2d & 4th Mon.
(m)374	Augusta, Me.	L. McCurdy	78 Bangor St.	A. L. Tavernier	17 Sumner St.	271 Water St.	2d Thurs.
(m)375	Allentown, Pa.	H. Ellis	Box 234	Howard Ellis	Box 234	606 S. Hamilton St.	Every Tues.
(m)376	Princeton, Ind.			D. M. Stormont	405 N. Main	Modern Woodmen Hall	1st Tuesday.
(I)377	Lynn, Mass.	F. Donoghue	23 Broad St.	F. A. Williamson	37 Beacon Hill Av.	Carpenter's Hall	2d & 4th Tues.
(m)378	San Francisco, Cal.	L. Schallick	3662 16th St.	W. J. Reilly	3312 N. Calif. St.	166 Steuart St.	Every Tues.
(m)379	Copperhill, Tenn.	Arthur Carver	Box 44	O. E. Mitchell	Box 44		
(f)381	Chicago, Ill.	Jas. McKinry	210 N. Leamington Ave.	Harry Clauss	2513 Ballan St.	165 N. LaSalle St.	2d & 4th Tues.
(m)382	Columbia, S. C.	L. A. Smith	1337 Assembly St.	R. H. Worrell	1337 Assembly St.	1615 Main St.	Tuesday.
(m)383	Gillespie, Ill.	Chas. Edwards	Staunton	J. Kissel		Miners Hall	2d & 4th Mon.
(m)384	Muskogee, Okla.	Rex Ball	2011 Denver St.	H. C. Ellis	East Muskogee	Severs Bldg.	Thursday.
(rr)385	Marshall, Tex.	E. L. Hilliard	901 E. Bowie St.	E. L. Hilliard	901 E. Bowie St.	K. of P. Hall	2d & 3d Fri.
(cs)386	New York, N. Y.	E. Reynolds	151 E. 127th St.	Arthur Hannah	218 Hull St.	Peuers Casino	2d & 4th Fri.
(m)388				E. B. Myers	416 S. Syamore St.	Labor Temple	2d & 4th Mon.
389	Glenn Falls, N. Y.	E. C. Dalrymple	17 Garfield St.				
(w)390	Pt. Arthur, Tex.	J. J. Hill	245 Dallas Ave.	Geo. T. Dunaway	932 DeQueen Blvd.	Hartford Bldg.	1st & 3d Mon.
(m)391	Ardmore, Okla.	T. Walcott	4th & G. S. E.	J. Gardner	29 D. St. S. W.	Labor Hall	1st & 3d Fri.
(m)392	Troy, N. Y.	John Ryan	59 Congress St.	I. S. Scott	59 Congress St.	Labor Temple	1st & 3d Thurs.
(m)393	Havre, Mont.	F. D. Stockbridge	1531 3d St.	F. Steckbridge	1531 3rd St.	112 Masonic Temp.	1st & 3d Wed.
(I)394	Auburn, N. Y.	Geo. Greule	233 Janet St.	Geo. Greule	233 Janet St.	Mantel's Hall	2d & 4th Wed.
(I)395	St. Johns, N. B.	Chas. Hyson	206 Paradise Row	W. C. Downing	240 Millidge Ave.	I. O. O. F. Hall	2d & 4th Tues.
(cs)396	Boston, Mass.	A. L. Dinsmore	480 E. 7th St.	H. L. Corbett	500 Main St.	Well's Memorial Hall	1st & 3d Wed.
(m)397	Balboa, C. Z., Pan.	B. G. Tydeman	Boston 27, Mass. Pedro Miguel	H. V. Howard	Pedro Miguel C. Z., Pan.	Balboa Lodge Hall	2d & 4th Tues.
(I)398	Lexington, Ky.	H. M. Harmer	Gen. Del.	W. E. Vice	112 London Ave.	B. G. Fed. of Labor Hall	1st & 3d Mon.
(m)400	Asbury Park, N. J.	C. E. Burdge	Ocean Grove, N. J.	David Reilly	129 Abbott Ave.	Winckler Hall	1st & 3d Thurs.
(m)401				Geo. I. James	212 N. Virginia	Union Hall	1st & 3d Thurs.
(I)402	Greenwich, Conn.	Herbert Bennett	Box 497	W. D. Peck	11 Lawrence St.	Timmons Hall	1st Friday.
(rr)403	Portsmouth, O.	Harry Kinder	1518 10th St.	W. T. Sowers	Box 423	Red Men's Hall	Thursday.
(I)405	Cedar Rapids, Ia.	T. D. Phelps	1850 C. Ave., E.	Frank Bennett	910 M. Ave. W.	Y. M. C. A.	2d & 4th Wed.
(m)406	Oklmulgee, Okla.	J. Nixon	202 E. 8th St.	A. B. Vincent	815 S. Severs St.	Eagles Hall	2d & 4th Mon.
(c)407	Quincy, Mass.	Chas. R. Smith	15 Valley St.	Jos. Norris	19 Central St.	Shaw Bldg.	1st & 3d Sun.
(m)408	Missoula, Mont.	B. A. Vickrey	Box 792	J. H. Heydorf	742 S. 2nd St.	E. Main St.	1st & 3d Fri.
(c)409	Washington, D. C.	J. J. Cullen	718 7th St. N. E.	Jas. E. Gribbin	2518 Park Pl. S. E.	Washington Hall	1st & 3d Thurs.
(m)410	Laurel, Miss.	G. Smith	714 8th Ave.	J. R. Feazell	Boulevard St.	I. O. O. F. Hall	2d & 4th Thurs.
(m)411	Warren, Ohio	P. G. Riehl	415 Quinby Ave.	E. C. Blair	237 N. Tod Ave.	Moose Hall	2d & 4th Tues.
(I)413	Santa Barbara, Cal.	Ed. Edwards	813½ State St.	Don Humphries	1302 Garden St.	613½ State St.	Monday.
(rr)414	Macon, Ga.	M. L. Ryan	1118 Ash St.	C. B. Daly	2357 2d St.	509½ Mulberry St.	1st & 3d Wed.
(m)415	Cheyenne, Wyo.	H. D. Mitchell	Box 423	H. A. Linn	Box 423	Eagles' Hall	2d & 4th Thurs.
(m)416	Bozeman, Mont.	H. Dale Cline	Box 515	H. Dale Cline	Box 515	Maxwell Hall	1st & 3d Tues.
(m)417	Coffeyville, Kans.	A. J. Koehne	910 W. 10th St.	David Baylor	Rm. 2 I. O. O. F. Bldg.	819½ Union St.	1st Thurs.
(m)418	Pasadena, Calif.	J. A. Barbieri	1450 Locust St.	W. R. Boyles	595 Howard Pl.	Labor Temple	Friday.
(m)420	Keokuk, Ia.	E. H. Rockefeller	1618 Carroll St.	E. H. Rockefeller	1618 Carroll St.	519 Main St.	1st & 3d Tues.
(m)422	New Phila, Ohio.	R. S. Carol	W. High St. Ext.	J. D. Crissel	326 N. 7th St.	C. L. U. Hall	1st & 3d Fri.
(rr)423	Merhyer, Mo.	Geo. Evans	529 Barrow St.	J. H. McCollum	827 Meyers St.	Carpenters' Hall	2d & 4th Wed.
(r)424	Decatur, Ill.	H. Wolberg	1275 W. King St.	Chas. Smick	936 W. Green St.	Carpenters' Hall	2d & 4th Wed.
(m)425	Olean, N. Y.	M. B. Lyman	653 Kitt Ave.	Thos. O'Toole	115 E. Water St.	Trds. & Lab. Hall	2d & 4th Mon.
(m)426	Sioux Falls, S. D.	L. Keefer	1200 E. 9th St.	H. D. Winter	831 W. 9th St.	Labor Hall	1st & 3d Mon.
(I)427	Springfield, Ill.	F. H. Becker	2712 Peoria Rd.	J. W. Ritter	315 W. Mason St.	212½ S. 6th	2d & 4th Wed.
(m)428	Bakersfield, Calif.	E. J. Sartley	Box 238	W. L. Maybe	Box 787	Labor Temple	Every Monday.
(I)429	Nashville, Tenn.	G. D. Edwards	1405 Delta Ave.	M. Newson	212½ 8th Ave.	212½ 8th Ave. N.	Wednesday.
(m)430	Racine, Wis.	J. E. Raven	513 S. 8th St.	Otto Rode	2202 Harriett St.	Union Hall	2d & 4th Wed.
(m)431	Mason City, Ia.	Joe Holub		W. F. Dull	303 1st St., S. W.	K. P. Hall	2d & 4th Thurs.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)423	Bucyrus, O.	Chas. Larcamp.	121 Wiley St.	Jno. J. Fell.	614 S. Poplar St.	Trades & Labor Hall.	1st & 3d Mon.
(m)423	Benton Harbor, Michigan.	S. Roberts.	697 Broadway.	B. Rauchfleisch.	932 Colfax Ave.	Labor Temple, St. Joseph.	2d & 4th Mon.
(m)424	Douglas, Ariz.	J. C. McCuniff.	1921 B. Ave.	F. R. Millis.	Box 961.	Union Hall.	2d & 4th Fri.
(m)425	Winnipeg, Man., C.	A. Mackey.	10 Ashland Ct.	J. L. McBride.	Labor Temple.	Labor Temple.	1st & 3d Mon.
(m)426	Watervliet, N. Y.	H. Farrar.	127 Northern Blvd., Albany, N. Y.	G. Tremblay.	3314 7th Ave., Troy, N. Y.	Maccabee Hall.	3rd Sat.
(m)427	Fall River, Mass.	A. W. Lawrence.	1199 Rodman St.	Chas. Handfield.	197 Warren St.	Edwards Bldg.	1st & 3d Mon.
(m)428	Twin Falls, Idaho.	C. E. Webb.	546 2d Ave. No.	M. M. Hobson.	452 5th Ave. No.	Union Hall.	2d & 4th Tues.
(i)429	Akron, Ohio.	H. E. Gray.	56 S. 11th St., Kenmore, O.	H. R. O'Neil.	16 Virginia Ct.	Labor Union Temp.	Wednesday.
(m)440	Riverside, Calif.	V. W. Dundas.	293 Locust St.	J. A. King.	770 W. 12th St.	Mechanic's Hall.	Each Wed.
(rr)441	Spokane, Wash.	Ed. Thomas.	412 W. 4th Ave.	C. A. Niles.	2437 Wiscomb St.	Bakers Hall.	4th Sunday & 2d Thurs.
(m)442	Montgomery, Ala.	E. A. Woodworth.	400 Dexter Ave.	J. C. Kendrick.	2 S. Ripley St.	C. Labor Hall.	Thursday.
(m)444	Ponca City, Okla.	C. Brainard.	Box 1183.	John Farrar.	Box 901.	212½ E. Grand.	Tuesday.
(m)445	Battle Creek, Mich.	J. G. Horn.	77 Grand Ave.	J. Fetter.	460 Green St.	Carpenters' Hall.	Friday.
(m)446	Monroe, La.	Wm. Kuback.	1109 W. Jeff. St.	C. C. Sutherland.	Box 574.	Moose Hall.	2d & 4th Tues.
(m)447	Sandusky, Ohio.	Wm. Kuback.	1109 W. Jeff. St.	Jas. Dreschel.	403 Finch St.	Trade Labor Hall.	1st & 3d Fri.
(m)449	Pocatello, Idaho.	Geo. Pyper.	Box 196.	Roy Avis.	Box 196.	Eagles Hall.	Friday evening.
(m)450	Durham, N. C.	J. Carden.	Yates Ave.	W. T. Moore.	310 South St.	Labor Hall.	Monday.
(e)452	Santa Barbara, Cal.	L. E. Martin.	Box 415.	H. C. Leas.	Box 415.	Fithian Bldg.	Every Friday.
(e)452	Gloucester, N. J.	W. C. Starn.	1435 S. 10th St.	T. R. Dumbury.	250 Woodlawn Ave., Collinswood, N. J.	4th Spruce St.	1st & 3d Fri.
(i)453	Billings, Mont.	G. W. Nicwander.	Coopers, W. Va.	I. D. Shobe.	220 N. 22nd St.	Labor Hall.	1st & 3d Thurs.
(rr)454	Bluefield, W. Va.	C. B. Rathbun.	Box 722.	H. M. Williams.	225 Boone St.	Moose Hall.	1st & 3d Thurs.
(i)455	Miami, Fla.	W. J. Murray.	316 Woolbridge Av., Highland Park.	K. L. Vernon.	Box 722.	Avenue D.	Wednesday.
(m)456	New Brunswick, N. J.	W. J. Murray.	316 Woolbridge Av., Highland Park.	Julius Kampf.	86 Ray St.	340 Geo St.	2d & 4th Fri.
(i)457	Altoona, Pa.	H. I. Linderliter.	Box 457.	J. C. Hoover.	Box 457.	B. of R. T. Home.	1st & 3d Mon.
(m)458	Aberdeen, Wash.	W. L. Brackinreed.	413 E. 1st St.	J. T. Gray.	707 W. Market St.	Labor Press.	1st & 3d Wed.
(m)460	Chickasha, Okla.	A. G. Abernathy.	226 Illinois Ave.	Everett Sugg.	328 S. 4th St.	I. B. E. W. Hall.	2d & 4th Tues.
(i)461	Aurora, Ill.	C. A. Townsend.	12 Brewer.	J. L. Quirin.	364 Talma St.	Bunn Annex.	1st & 3d Mon.
(rr)462	Waycross, Ga.	J. W. Yerkes.	12 Brewer.	D. S. Whitehurst.	10 Gilmore St.		
(rr)463	Springfield, Mo.	A. Jerthurg.	760 W. Scott.	J. W. Dieterman.	333 W. Webster.	Harmony Hall.	2d & 4th Tues.
(m)464	Columbus, Ga.	W. E. Greene.	2025 Robinson St.	E. H. Allen.	614 25th St.	Trades Assembly.	Monday.
(m)465	San Diego, Cal.	C. H. Morris.	Box 118.	C. A. DePienne.	Box 118.	Labor Temple.	1st & 3d Wed.
(m)466	Charleston, W. Va.	B. Morgan.	209½ Roane St.	T. N. Crawford.	713 Penn Ave.	706½ State St.	Friday.
(m)467	Miami, Ariz.	A. V. O'Leary.	Box 581.	V. M. Long.	Box 581.	Cooks & Waiters Hall.	1st & 3d Thurs.
(rr)468	Van Nest, N. Y.	A. W. Stevenson.	776 Melrose Ave., Bronx, N. Y.	Edw. Slevin.	2436 Lyvere St., Westchester, N. Y.	Central Hall, 163d St. & 3d Ave., Bronx.	2d & 4th Thurs.
(m)470	Haverhill, Mass.	S. Sutzbach.	68 Lafayette Sq.	Jno. W. Perry.	33 Pleasant St., Bradford, Mass.	Labor Temple.	2d & 4th Tues.
(m)471	Millinocket, Me.	Jos. Nickless.	Box 6.	H. W. Boynton.	Box 6.	Rush Block.	1st Friday.
(m)472	Stanford, Conn.	J. J. Farrell.	52 Lockwood Ave.	A. C. Blot.	656 Summer St.	Carpenters' Hall.	2d & 4th Tues.
(rr)473	Terre Haute, Ind.	H. Thomas.	1219 N. 6th St.	W. O. Partridge.	2621 Fenwood Ave.	I. O. O. F. Bldg.	2d & 3d Tues.
(i)474	Memphis, Tenn.	H. R. Martin.	Box 274.	H. L. Thomas.	Box 274.	Italian Hall.	Friday.
(m)475	Fayetteville, N. C.	C. Overby.	523 Hillsboro St.	Ernest Johnson.	Box 189.	Odd Fellow's Hall.	Tuesday.
(m)476	Saginaw, Mich.	Wm. Burns.	811 Jackson St.	I. McCoy.	634 Bundy.	Machinist Hall.	Friday.
(m)477	San Bernardino, C.	E. L. Fortune.	187 11th St.	Geo. Rope.	762 2nd St.	Labor Temple.	Every Thurs.
(m)478	Valparaiso, Ind.	W. M. Wareham.	3 Wayne St.	Geo. Coyer.	156 Lafayette St.	Moose Hall.	Monday.
(i)479	Beaumont, Tex.	Joe Graves.	Box 932.	C. A. Weber.	Box 932.	Labor Hall.	Friday.
(i)481	Indianapolis, Ind.	C. G. McCallister.	41 W. Pearl.	Chas. Lutz.	41 W. Pearl St.	41 West St.	Wednesday.
(m)482	Eureka, Calif.	L. E. Starkey.	806 E. St.	Henry Tornwall.	222 Munay St.	Union Labor Hall.	Tuesday.
(i)483	Tacoma, Wash.	C. L. Thompson.	Box 53.	J. W. Clark.	Fern Hill Sta., Box 32.	1117½ Tacoma Av.	Every Mon.
(i)485	Rock Island, Ill.	M. G. Welch.	1622 32d St.	Ed. Holzhammer.	317 7th St.	Industrial Home Bldg.	1st & 3d Fri.
(rr)487	Hannibal, Mo.	W. I. McCarty.	1613 Fulton Ave.	Chas. Fagerstrom.	201 S. 8th St.	Labor Temple.	2d Friday.
(m)488	Bridgeport, Conn.	Wm. Schoonmaker.	564 Noble Ave.	Albert Walkley.	351 William St.	Plumbers Hall.	1st & 3d Mon.
(m)489	Dixon, Ill.	H. L. Minnihan.	328 W. Chamberlain St.	H. L. Minnihan.	328 W. Chamberlain St.		
(m)490	Centralia, Ill.	R. F. Smith.	515 E. 2d St. So.	Jacob F. Huff.	824 E. Morrison St.	Metropolitan Odd Fellow's Hall.	1st & 3d Mon.
(i)492	Montreal Que., C.	Oscar Belleisle.	455 Frontenac.	Chas. Hodgkiss.	458 Rielle Ave., Verdun.	417 Ontario St., E.	2d Wed. & 4th Wed.
(i)493	Johnstown, Pa.	Chas. Engelbaugh.	721 Clark St.	Jas. Fetterman.	664 Cypress Ave.	Labor Temple.	Tuesday.
(i)494	Milwaukee, Wis.	Art Seidel.	959 44th St.	Chas. Hansen.	802 69th Ave., W. Allis, Wisc.	Elec. Wks. Hall.	Friday.
(eo)495	San Francisco, Cal.	R. C. Morris.	206 Rose St.	C. Brandhorst.	2040 16th St.	Labor Temple.	1st & 3d Thurs.
(m)500	San Antonio, Tex.	Grover Lee.	214 Riddle St.	B. C. Racke.	R. 7, Box 40 F., 101 New York Pl.	Trades Coun. Hall.	2d & 4th Mon.
(m)501	Yonkers, N. Y.	H. Wildberger.	119 S. High St., Mt. Vernon, N. Y.	Henry Stroh.	15 Fernbrook St.	Dearborn Bldg.	Friday.
(m)502	Portsmouth, N. H.	Jos. Flynn.	25 Concord Way.	D. L. Glidden.		Moose Hall.	1st & 3d Wed.
(f)503	Boston, Mass.	Geo. Mooney.	11 Elm St., Charleston, Mass.	F. J. Cunningham.	102 Roslindale Av., Roslindale, Mass.	995 Wash. St.	2d & 4th Fri.

WORKERS AND OPERATORS

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L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)504	Meadville, Pa.	Stanley Wasson	Green St.	C. A. McGill	718 Hickory St.	Central Labor Hall.	2d & 4th Wed.
(m)505	Charlotte, N. C.	J. Biggers	209½ W. 4th St.	W. M. Sullivan	239½ W. Trade St.	Central Labor Hall.	Thursday.
(m)506	Chicago H'ts, Ill.	Otto Koehler	1548 Aberdeen St.	F. E. Martin	294 W. 14th St.	Moose Hall.	2d & 4th Mon.
(i)508	Savannah, Ga.	S. L. Morgan	121 Congress St. E.	J. T. Hill	204 W. Henry St.	Eagles Hall.	Monday.
(m)509	Lockport, N. Y.	I. A. Nerber	41 Beattie Ave.	Albert Rotameier	18 Lock St.		
(rr)511	Topeka, Kas.	Chas. G. Sheetz	2015 Lincoln St.	G. D. Stitt	313 Lake St.	418 Kansas Ave.	1st & 3d Thurs.
(m)513	Manchester, N. H.	Henry B. McKeon	308 N. Bay St.	W. Lovejoy	146 Tolles St.	I. O. O. F. Hall.	1st & 3d Wed.
(i)512	Lawrence, Mass.	Clarene K. Lund	36 Olive Ave.	J. H. Bartlett	Nashua, N. H.		
(i)514	Detroit, Mich.	C. Masterson	3962 Ostego Ave.	L. Haidt	23 Hamon Ave.	25 Adelaide.	Every Friday.
(m)515	Newport News, Va.	N. O. Webb	126 27th St.	B. T. Boyd	551 Shipyard Bar- ricks.	Labor Temple.	Tuesday.
(m)517	Astoria, Ore.	W. Trullinger	Box 113.	C. F. Kuhlmer	Box 113.	M. E. B. A. Hall.	Wednesday.
(m)518	Meridian, Miss.	W. J. Pike	1515 W. 10th St.	W. R. McGee	Box 123.	Labor Temple.	1st & 3d Fri.
(e)520	Austin, Texas.	W. J. Pike	1515 W. 10th St.	Chas. Spreen	1509 W. 6th St.	Labor Hall.	2d & 4th Mon.
(i)522	Lawrence, Mass.	Clarene K. Lund	36 Olive Ave.	J. H. Bartlett	38 Farnham St.	Lincoln Hall.	2d & 4th Thurs.
(m)523	Yakima, Wash.	W. S. Gallant	Box 1066.	R. P. Kinne	Box 113.	Labor Temple.	1st & 3d Mon.
(c)524	Duluth, Minn.	T. J. Egan	451 Masaba Ave.	John Anderson	3915 W. 3d St.	Woodman Hall.	1st & 3d Mon.
(i)526	Santa Cruz, Cal.	J. Tondorf	Box 49.	J. Tondorf	Box 49.	109 Pacific St.	2d Sun.
(m)527	Galveston, Tex.	J. E. Harris	303½ Tremont Pl.	H. Wells	1915 M. ½	309 Tremont.	2d & 4th Fri.
(rr)528	Milwaukee, Wis.	Harry Pillsbury	717 41st St.	Jas. Hagerman	119 Linus St.	3rd Res. Ave.	2d Thurs.
530	Rochester, Minn.			H. J. Fricke	904 2d Ave., NW.	Trades & Labor As- sembly Hall.	1st & 3d Thurs.
(i)531	New Haven, Conn.			Jas. Duffy	38 Eld St.	B. T. C. Hall.	1st & 3d Sat.
(rr)532	Billings, Mont.	A. M. Brill	Box 646.	W. T. Gates	Box 646.	Odd Fellows Hall.	2d & 4th Mon.
(rr)533	Proctor, Minn.	A. G. Brouse	427 7th Ave. E. Duluth, Minn.	W. H. Koch	2710 W. Michigan St., Duluth, Minn.	Odd Fellows Hall.	2d & 4th Mon.
(i)535	Evansville, Ind.	F. H. Henning	103 Madison Ave.	C. J. Lord	1604 Wash. Ave.	Elec. Wks. Hall.	Every Friday.
(i)536	Schenectady, N. Y.	Win. Damon	112 Foseter Ave.	T. O'Rourke	359 Carrie St.	247 State Hall.	1st & 3d Sat.
(cs)537	San Francisco, Cal.	D. C. Wallace	146 Stuart St.	F. Dougan	59 Dorland St.	166 Stewart St.	1st & 3d Mon.
(i)538	Danville, Ill.	F. Williams	1220 Chandler.	Forest Driver	532 Shurman St.	Trades & Labor Council.	1st & 3d Mon.
(m)539	Pt. Huron, Mich.	H. D. Duce	1226 Varney Ave.	Gustav Lindke	1334 6th St.	Trades Labor Hall.	2d & 4th Tues.
(i)540	Canton, O.	H. C. Hinds	2816 9th St. S. W.	J. McMurray	911 3rd St. S. W.	208 Court NW.	Monday.
(s)541	Lynn, Mass.	A. Cross	10 Richard St. W.	Edwin J. Breen	38 W. Neptune St. W. Lynn.	Scandia Hall.	1st & 3d Thurs.
(m)542	Junction City, Kas.	J. E. Simmons	Wathena, Kas.	Ed. Overhoff	539 W. 7th St.	Chase Elec. Co.	2d & 4th Mon.
(m)543	Charleston, S. C.	R. W. Timmerman	Box 19, Navy Yds.	H. J. Thayer	13 Judith St.	262 King St.	2d & 4th Thurs.
(m)544	Edmonton, Alta, C.	A. Rutherford	11935 95A St. Kaimuki.	Jos. McGregor	Suit 114, Synli- cate Bldg.	101 & Jasper Ave.	2d & 4th Wed.
(m)545	Honolulu, Hawaii.	E. L. Bellinger	3710 Park Ave.	W. F. Branco	1518 Magazine St.	Carpenter Union Hall.	1st & 3d Mon.
(m)546	Huntington, W. Va.	I. R. Diehl	2584 1st Ave.	W. O. Bradley	2124 10th Ave.	Eagle Hall.	2d & 4th Wed.
(m)552	Lewistown, Mont.	L. M. Berquist	Box 653.	L. M. Berquist	Box 653.	Carpenter's Hall.	Wednesday.
(m)554	Welland, Ont., Can.	Thos. A. Douns	Hellems Ave.	Harley McComb	Fonthill, Ont.	Labor Hall.	1st & 3d Thurs.
(e)556	Walla Walla, Wash.	C. C. Coombs	Box 741.	F. C. Donald	Box 741.	Labor Temple.	1st & 3d Tues.
(m)557	Minot, N. Dak.	C. B. Swisher	P. O. Box 301.	Chas. Stevens	Box 301.	Cent. Labor Hall.	1st & 3d Thurs.
(m)558	Florence, Ala.	T. J. Parnell	Box 353.	G. M. Kiker	Box 353.	Carpenter's Hall.	Saturday.
(m)559	Brantford, Ont., Can.	Geo. K. Simmonds	96 Waterloo St.	Norman Cousland	68 Rawdon St.	Machinists Hall.	2d & 4th Fri.
(i)560	Pasadena, Cal.	Lloyd Barnes	Labor Temple.	L. N. Haffner	Labor Temple.	Labor Temple.	Friday.
(rr)561	Montreal, Que., C.	M. J. DeRepentigny	1360 D. Parthenais St.	A. L. Taylor	1888 Carter St.	592 Union Ave.	1st & 3d Wed.
(m)563	Marion, Ind.	C. H. Townsend	218 N. D. St.	R. E. Bracht	912 W. 12th St.	Trds. Council Hall.	2d & 4th Thurs.
(m)564	Richmond, Ind.	Frank Campbell	111 N. 7th St.	Walt M. Jellison	29 S. 11th St.	T. M. A. Hall.	1st & 3d Fri.
(i)565	Scherectady, N. Y.	Lilian Hogan	411 Main Ave.	W. P. Mooney	1169 Broadway.	State St.	2d & 4th Mon.
(rr)566	Roanoke, Va.	H. A. Price	1206 Melrose Ave. N. W.	G. C. Turner	828 8th Ave SE.	Labor Hall.	Every Tues.
(i)567	Portland, Me.	Carl L. Kimball	12 Spring St. Westbrook.	H. D. Weston	12 Free St.	Rm. 52 Farrington. Bldg.	Every Monday.
(i)568	Montreal, Que., Can	L. Richard	15 Fortification St.	Frank Turk	272 Delorimier Av.	592 Union Ave.	Mon.
(i)569	San Diego, Calif.	W. S. Rainey	2076 3d St.	G. W. Adams	1728 Granada.	Labor Temple.	Mon.
(m)570	Tucson, Ariz.	Harry Korus	826 E. 2d St. Apt. B	E. C. Russell	R. F. D. 1, Box 48.	Labor Temple.	Every Tuesday.
(m)571	McGill, Nev.	W. J. Hendry	Box 577.	C. F. Wiley	P. O. Box 152.	Cypress Hall.	4th Mon.
(i)572	Regina, Sask., C.	E. Pearson	310 Donahue Bldg.	C. Macfarlane	2228 Oster St.	Tr'ds Hall, Oster St.	1st & 3d Tues.
(i)573	Kingston, Ont., Can	W. E. Cunningham	Y. M. C. A.	A. Hanilton	35 Stephen St.	Trades & Lab. Hall.	1st Thurs. & 3d Mon.
(m)574	Bremerton, Wash.	O. K. Webb	429 7th St.	P. T. Acton	519 Evelyn St.	Carpenter's Hall.	Every Tuesday.
(m)575	Portsmouth, O.	Walt Miller	977 Front St.	Louis Drennen	1828 6th St.	C. L. Hall.	2d & 4th Fri.
(m)576	Xenia, O.	Orville Tucker	713 W. 2nd St.	Harry Roe	524 S. Detroit St.	Red Men's Hall.	2d & last Tues.
(m)577	Drumright, Okla.	W. L. Thomas	Box 1472.	W. L. Thomas	Box 1472.	Labor Hall.	Friday.
(i)578	Englewood, N. J.	Homer W. Has- brouck	Continental Ave. River Edge, N. J.	F. W. DuBois	13 6th St. Ridgefield Park, N. J.	O. U. A. M. Hall. Hackensack, N. J.	1st & 3d Mon.
(m)579	Globe, Arizona.	John Richards	Box 1471.	E. Wilcox	Box 1471.	Sultan Bldg.	Wednesday.
(m)580	Olympia, Wash.	W. R. Peters	1610 Bizelow Ave.	W. R. Peters	1610 Bizelow Ave.	116 E. 4th St.	2d & 4th Wed.
(m)581	Morristown, N. J.	Thos. R. Pierson	Hanover Ave. Morris Plains.	John H. Watson	Atno Ave.	Elks Hall.	1st & 3d Tues.
(m)582	Shenandoah, Pa.	Wm. McGrath	Ashland, Pa.	R. A. Beckett	599 W. Main St. Girardville, Pa.	Glashers Hall.	1st & 3d Thurs.
(i)588	El Paso, Tex.	J. T. Bippus	Box 1105.	J. H. Jacoby	Box 1105.	Kansas & Overland.	Fridays.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Dat.
(m) 584	Tulsa, Okla.	W. E. Laughlin	1235 E. 3rd St.	C. F. Wilson	124 S. Maybelle St.	Carpenters Hall	Every Wed.
(i) 585	El Paso, Tex.	Chas. Murphy	Box 1316	E. K. Ridenour	Box 1316	Labor Hall	1st & 3d Fri.
(m) 587	Pottsville, Pa.	Aug. Schuetler	603 Boone St.	Iva J. Hassler	601 N. 7th St.	Centre & Arch St.	1st & 3d Tues.
(i) 588	Lowell, Mass.	E. Myers	81 Fisher	Arthur Melvin	35 Robbins St.	I. O. O. F. Bldg.	1st & 3d Fri.
(m) 589	Saskatoon, Sask., C.	Wm. S. Fyfe	Box 282	J. Kemp	Box 282	Labor Temple	1st & 3d Fri.
(i) 590	New London, Conn.	W. E. Dray	63 Lewis St.	L. F. Darling	221 Howard St.	Machinist Hall	1st & 3d Mon.
(i) 591	Stockton, Cal.	C. S. Rose	107 W. Poplar St.	W. R. Gregory	1017 S. Sutter	216 E. Market St.	Monday.
(i) 592	Kansas City, Mo.	W. A. Mills	Labor Temple	Ed. M. Fredrick	4319 Bellevue Ave.	Labor Temple, 14th & Woodland	1st & 3d Wed.
(m) 593	Dunkirk, N. Y.	Paul C. Kittell	1 Canadway St.	C. R. Harris	57 W. 3d St.	W. Main St.	1st & 3d Tues.
(m) 594	Santa Rosa, Cal.	J. S. Fulmer	Box 437	P. A. Harmon	Box 437	Carpenters Hall	1st & 3d Tues.
(m) 595	Oakland, Cal.	G. C. Slaybough	5723 Dover St.	M. T. Stallworth	3035 Shattuck Ave. Berkeley, Calif.	Elec. Wks. Hall	Every Wed.
(i) 596	Clarksburg, W. Va.	C. R. Connor	616 Monticello Ave.	D. M. Ressler	99 Denham St.	Robinson Bldg.	Thursday.
(m) 597	Winona, Minn.	Thos. O'Brien	612 W. 4th St.	C. Richman	225 E. 3d St.	Wendts Hall	2d & 4th Fri.
(i) 598	Iowa City, Ia.	R. J. McGinnis	530 E. Church St.	G. T. Ramsey	624 S. Lucas St.	Redman's Hall	1st & 3d Tues.
(i) 601	Urbana & Champaign, Ill.	R. Born	26 Chalmers St. E.	S. E. Griffith	511 W. Williams St., Champaign	Stearn Bldg.	1st & 3d Fri.
(m) 602	Amarillo, Tex.	J. W. Cummings	905 Madison St.	Ralph Price	Box 512	W. O. W. Hall	2d & 4th Thurs.
(m) 603	Kittanning, Pa.	L. H. Stein	410 Reynolds Ave.	Stanley Barnett	308 Market St.	Carpenters Hall	2d & 4th Thurs.
(e) 604	Paterson, N. J.	Roy Werner	152 E. 20th St.	John Hayes	39 Mary St.	Labor Institute	1st Sunday.
(rr) 605	Ft. Wayne, Ind.	O. Miller	1011 Erie St.	H. F. Bond	2507 Pleasant Av.	Apprentice Hall	2d & 4th Wed.
(i) 609	Spokane, Wash.	Harry Pearson	Box 1777	D. P. Reid	Box 1777	Baker's Hall	Tues.
(m) 610	Marshalltown, Ia.	W. B. Hassler	212 N. 9th St.	Wm. Hartman	Box 286	Labor Hall	2d & 4th Thurs.
(m) 611	Albuquerque, N. M.	R. B. Silver	Box 251	W. E. Bueche	Box 251	Labor Temple	1st & 3d Wed.
(i) 613	Atlanta, Ga.	T. C. Johnston	P. O. Box 669	T. C. Johnson	Box 669		
(i) 614	San Rafael, Cal.	T. J. Cummins	Grand Ave.	H. E. Smith	224 H. St.	Bldg. Trades Hall	1st & 3d Tues.
(i) 615	Cedar Rapids, Ia.	R. H. Devine	Delevan Hotel	F. B. Douglas	314 F Ave. W.	Labor Temple	1st & 3d Sat.
(i) 617	San Mateo, Cal.	A. S. Moore	63 N. F. St.	A. E. Midgley	Menlo Pk., Box 128	B. T. C. Hall	1st & 3d Tues.
(m) 619	Fort Springs, Ark.			D. J. Peel	10 Cedar Terr.	318 Malvern Ave.	1st Tues.
(m) 620	Sheboygan, Wis.	T. E. MacDonald	821 Oakland Ave.	Gerhart Fedler	1425 N. 7th St.	Labor Hall	1st & 3d Wed.
(s) 622	Lynn, Mass.	Jas. Sheerman	767a Western Av. W	R. Mansfield	767a Western Av. W	St. Marys Hall W.	1st & 3d Mon.
(m) 623	Butte, Mont.	Ed. Lappen	Box 141	A. A. Sundberg	Box 141	Carpenter's Hall	Every Mon.
(s) 624	St. Louis, Mo.	Chas. Bentrop	3405a Gravois	Anton Ott	4114a Osceola St.	3000 Eastern Ave.	1st & 3d Thurs.
(i) 625	Halifax, N. S., C.	W. A. MacRae	Windmill Rd. Dartmouth.	Wallace V.	54 S. Kline St.	Bd. of Trades Rms.	1st Thurs.
(m) 626	Aberdeen, S. D.	Floyd Moore	Box 278	A. J. Koerner	Box 278	Labor Temple	
(m) 627	Lorain, Ohio	Hugh Matson	1416 F. St.	J. B. Witter	312 W. 26th St.	G. A. R. Hall	1st & 3d Thurs.
(rr) 628	Wilmington, Del.	Harry Ringler	1310 W. 3rd St.	C. Morrill Newcomb	1521 W. 4th.	109 W. 6th St.	1st & 3d Tues.
(m) 629	Moncton, N. B., C.	H. Buzzell	Sunny Brae	W. J. Hickey	18 Portledge Ave.	Main St.	2d & 4th Wed.
(m) 630	Lethbridge, Alta., C.	Leo Wadden	Box 474	Leo Wadden	P. O. Box 474	4th St. S.	3d Sun., p. m.
(i) 631	Newburgh, N. Y.	E. Olsen	54 1st St.	Leslie Weaver	140 Lander St.	Turn Hall	1st & 3d Thurs.
(m) 634	Taylor, Tex.			Edw. Sorensen	Box 262	Labor Temple	Every Sat.
(i) 635	Davenport, Iowa	R. L. Naylor	2521 Pershing Av.	H. Spender	808 W. Locust St.	Danish Brthd. Hall	2d & 4th Fri.
(m) 638	New Glasgow, N. S. Canada	L. Jordan	Box 1527	J. R. McInnis	Box 1607	Law Joy Bldg.	1st & 4th Wed.
(m) 639	Port Arthur, Texas.	R. Hill	Box 1227	A. L. Poynter	P. O. Box 1068	Electrician's Hall	Friday.
(m) 640	Phoenix, Ariz.	C. S. Meichals	Box 501	C. W. Calkins	Box 501	238 E. Wash. St.	Fri.
(rr) 641	Silvis, Ill.	O. E. Phares	411 4th St. W.	Thos. Phares	619 W. 4th St.	Industrial Hall	2d Wed.
(m) 642	Meriden, Conn.	H. Geis	Davenport, Ia.		Davenport, Ia.	Moline, Ill.	
			63 Lindsley Ave.	E. D. Laneract	79 Reservoir Ave.	Bldg. Trades Hall	2d & 4th Fri.
(m) 644	Schenectady, N. Y.	W. Meissner	347 Paige St.	Peter B. Stevens	716 Westover Pl.	246 State St.	2d & 4th Friday
(m) 646	Sheridan, Wyo.	E. L. Morgan	569 Lewis St.	Chas. J. Lowe	Box 233	Post Bldg.	1st & 3d Fri.
(i) 647	Schenectady, N. Y.	G. E. Smith	310 Paige St.	W. A. Briggs	63 Foster Ave.	246 State St.	1st & 3d Wed.
(m) 648	Hamilton, O.	D. McInerney	Y. M. C. A.	Wm. Atchison	850 Franklin St.	Maccabee Hall	1st & 3d Wed.
(m) 649	Alton, Ill.	Clay White	Box 173	J. Voss	Box 133	Tophorn Hall	1st & 3d Fri.
(s) 652	Hammond, Ind.	Fred Woodring	1224 Monroe St.	Nelson Hewitt	7049 Vernon Ave. Chicago, Ill.	K. of P. Hall	1st & 3d Thurs.
(m) 653	Miles City, Mont.	W. E. Striker		Jas. P. Welch	P. O. Box 821	7th & Main St.	1st & 3d Mon.
(rr) 654	Tacoma, Wash.	W. G. Todd	5129 S. Sheridan St.	C. O. Smith	1599 E. 68th St.	913 1/2 Tacoma Ave.	1st Wed.
					Seattle, Wash.	Tacoma, Wash.	
					131 1st Ave.	Seattle.	3d Wed.
(i) 655	Waterbury, Conn.	Wm. Halpin	19 Sycamore Lane.	E. B. Charin	Box 1125	127 E. Main St.	1st & 3d Wed.
(m) 657	Raleigh, N. C.	T. V. Ruth	21 S. Swain	T. V. Ruth	21 S. Swain St.	Union Hall	1st & 3d Mon.
(i) 658	Little Rock, Ark.	G. H. Gorguon	215 Louisiana St.	R. F. Stoecker	5408 20th Ave. Palaski Heights.	West Hall	2d & 4th Wed.
(e) 659	Dunkirk, N. Y.	Chas. Costantino	330 Deer St.	Chas. Costantino	330 Deer St.	Machinist Hall	1st Monday.
(i) 660	Waterbury, Conn.	F. Slater	39 Beach Ave.	Edw. Canton	Box 290	Bldg. Trades Hall	Every Fri.
(m) 661	Hutchinson, Kan.	C. P. Gist	101 1/2 N. Main	A. B. Rutledge	113 N. Monroe St.	Labor Hall	1st & 3d Tues.
(rr) 663	Boston, Mass.	Walt H. Chandler	Box 21	C. S. McDaniel	20 Union St. Melrose Highlands, Mass.	45 Leverett St.	Last Thurs.
(m) 664	New York	Chas. Reef	340 Irving Ave. Brooklyn, N. Y.	Wm. H. Pinckney	437 1st St. Brooklyn, N. Y.	Brooklyn Lab. Lyc.	2d & 4th Fri.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m) 665	Piqua, O.	Delone Mowrer.	R. R. No. 1.	Harry McDowell.	251 E. Main St.	I. A. T. S. E. Hall.	Wednesdays.
(i) 666	Richmond, Va.	J. F. Healey.	230 S. Temple St.	R. D. Johnson, Jr.	1208 N. Cary St.	Arcade Bldg.	2d & 4th Mon.
(i) 667	Charleston, W. Va.	H. C. Freeman.	Box 657.	G. J. Stewart.	Box 657.	706½ State St.	Every Tues.
(m) 668	Lafayette, Ind.	H. Kathman.	1633 E. Main St.	Wm. Fredricks.	210 S. Salisbury St.	Labor Temple.	1st & 3d Mon.
(i) 669	Springfield, O.	Sam Wright.	113 Western Av. So.	W. R. Hicks.	339 Oakwood Pl.	Labor Temple.	Every Friday.
(m) 670	Fargo, N. Dak.	R. Gilmore.	Moose Hall.	John Lundberg.	Box 622.	Labor Temple.	1st & 3d Thurs.
(m) 672	Gr. Forks, N. Dak.	Ed. Lane.	309 Euclid Ave.	R. L. Joiner.	407 Cherry St.	Union Temple.	2d & 4th Sun.
(m) 673	Vineland, N. J.	Edw. Pettengill.	638 Elmer St.	John M. Stidham.	204 S. 3d St.	Moose Hall.	1st & 3d Thurs.
(m) 675	Elizabeth, N. J.	R. D. Lewis.	218 Orchard St.	Theo. Roll, Jr.	519 1st Ave.	Bldg. Trds. Con.	2d & 4th Thurs.
(m) 677	Cristobal, C. Z.	J. T. Madden.	Gatun, C. Z.	E. K. Brown.	Box 531, Cristobal, C. Z.	Cristobal Hall.	1st & 3d Tues.
(m) 679	Grinnell, Iowa.	Ike Hunter.	2d Ave.	F. L. Rinefort.	1303 Main St.	Labor Hall.	2d & 4th Tues.
(m) 680	Fond du Lac, Wis.	L. H. Mueller.	Box 38.	Wm. Lieflander.	Box 38.	Cor. 3rd & Main.	2d & 4th Tues.
(m) 681	Whitita Falls, Tex.	E. D. Egan.	Box 763.	Casey Diviney.	Box 763.	Labor Hall.	Every Wed.
(rr) 682	Ligonport, Ind.	E. Smith.	524 Fitch St.	L. Robinson.	1816 Smead St.	Trades Assembly Hall.	1st & 3d Tues.
(m) 683	Carbondale, Pa.	B. E. Murphy.	17 Grove St.	Geo. C. Burrell.	51 Laurel St.	Labor Temple.	1st & 3d Tues.
(m) 684	Modesto, Calif.	G. W. Degner.	Labor Temple.	B. F. Turner.	Labor Temple.		
(rr) 685	Bloomington, Ill.	E. Moore.	705 N. Mason.	Neal Sheehan.	307½ N. Morris Av.	Odd Fellows Hall.	1st & 4th Mon.
(n) 686	Hazleton, Pa.	C. J. Brill.	221 E. Walnut St.	Lewis Miller.	584 Peace St.	P. O. S. of A. Hall.	2d & 4th Mon.
(i) 688	Mansfield, Ohio.	J. F. Kinton.	169 S. Franklin Av.	C. H. Beelman.	6 Windimere Apts.	Trds. Con. Hall.	2d & 4th Tues.
(m) 689	Alexandria, La.	T. R. Lewis.	19th and Olive.	M. Holloman.	215 Bolton Ave.	Electricians' Hall.	2d & 4th Thurs.
(i) 690	Bloomington, Ill.	O. G. Ludwig.	904 W. Taylor St.	L. W. Dean.	899 N. Evans St.	101 N. Center St.	1st & 3d Fri.
(m) 692	Sault Ste Marie, Mich.	E. Crowley.	211 Admas Ave.	F. R. MacKenzie.	17 Ft. Natl. Bk. Bldg.	Labor Temple.	1st & 3d Fri.
(m) 694	Youngstown, O.	Chas. Hodson.	38 Wayne Ave.	Geo. Westerfield.	324 Vienna Ave.	221 W. Federal St.	2d & 4th Thurs.
(m) 695	St. Joseph, Mo.	W. A. Vaughn.	2009 Howard.	Wm. Wagner.	2107 Penn. St.	K. P. Hall.	Thursday.
(i) 696	Albany, N. Y.	G. W. Colony.	38 Clinton Ave.	Wm. J. Hannaway.	42 Eliz. St.	91 N. Pearl St.	1st & 3d Fri.
(i) 697	Gary & Hammond, Ind.	F. S. Kurtz.	125 Doty St.	Jno. R. Koble.	1035 E. 47th St., Chicago.	560 Broad, Gary.	1st & 3d Thurs.
						595 Hohman, Hammond.	1st & 3d Mon.
(m) 698	Jerome, Ariz.	Wm. D. Woods.	Box 1340.	P. Quinn.	Box 55.	Miller Bldg.	Every Mon.
(m) 699	Gloucester, Mass.	Sylvester D. Diering.	41 Western Ave.	Syl. Diering.	41 Western Ave.	71 Main St.	1st Tues.
(m) 701	Hinsdale, Ill.	Lee Kiline.	Naperville, Ill.	B. W. Langkafel.	Hinsdale, Ill.	Naperville, Ill.	2nd Friday.
(m) 702	Marion, Ill.	Neal Campbell.	Carbondale, Ill.	E. Scott.	208 N. Gardner.	Hodcarriers Hall.	1st & 3d Sun.
(m) 703	Edwardsville, Ill.	J. R. Parrish.	Care Mad. Co. L. & P. Co.	C. H. Hotz.	Postal Tel. Co.	Main & Vandalia.	2d & 4th Tues.
			Granite City, Ill.				
(i) 704	Dubuque, Ia.	Gus Zoller.	2026 Cawler Ave.	W. R. Rowle.	905 Clay St.	7th & Main Sts.	1st & 3d Tues.
(m) 706	Monmouth, Ill.	John Robertson.	814 S. 1st St.	Jas. E. Ward.	230 S. C. St.	Labor Hall.	2d Monday.
(i) 707	Holyoke, Mass.	Chas. E. Hunter.	97 Bowers St.	P. O. Neuman.	4 Vernon.	Carpenter's Hall.	1st & 3d Mon.
(m) 709	Marikdale, Ariz.	M. Cain.	Box 86.	M. Cain.	Box 86.	409 Main St.	1st & 3d Tues.
	710 Northampton, Mass.	Edw. Zeguswski.	37 Grant St.	Lee Christal.	40 Hampden Ave.		
(m) 711	Long Beach, Calif.	H. Jackson.	Box 207.	W. H. Brown.	537 Daisy Ave.	Labor Temple.	Every Tuesday.
(i) 712	New Brighton, Pa.	T. McMahon.	154 Monroe St.	T. Jones.	1633 Plum Ave.	3d Ave.	1st & 3d Mon.
(s) 713	Chicago, Ill.	A. Lang.	5 S. Sangamon St.	H. F. Sieling.	4753 W. North Av.	5 S. Sang. St.	1st & 3d Mon.
715	Kincaid, Ill.	Arthur Clark.		Ralph Clark.		Miner's Hall.	2d & 4th Fri.
(i) 716	Houston, Tex.	O. Dean.	1314 Dallas Ave.	E. R. Rothrock.	1021 Allston Ave.	Labor Temple.	Every Thurs.
(s) 717	Boston, Mass.	Wm. Payne.	803 4th St. S.	P. J. McWilliams.	374 Warren St.	987 Wash. St.	1st & 3d Tues.
					Roxbury, Mass.		
(to) 718	Paducah, Ky.	C. R. Randolph.	4288 6th St.	W. A. Lowder.		Masonic Hall.	1st Wed.
(i) 719	Manchester, N. H.	Edw. Fitzpatrick.	287 Concord St.	F. L. Evans.	818 Beech St.	805 Elm St.	2d & 4th Wed.
(rr) 720	Camden, N. J.	H. Rainear.	2348 N. 22d St., Phila., Pa.	Chas. Johe.	2225 N. 13th St., Phila., Pa.	Morgan Hall.	2d & 4th Tues.
(m) 722	Portland, N. Y.	Leon Gerrard.	114½ Homer Ave.	Jerry Hartnett.	Box 298.	Trades Assembly.	Mon.
(i) 723	Ft. Wayne, Ind.	Robt. E. Deel.	1017 Loree St.	J. Buelow.	728 Putman St.	Painters Hall.	Every Friday.
(m) 724	Ottawa, Can.	B. J. Thompson.	13 Balsam St.	J. N. Cherry.	132 Stanley Ave., NE.	Carpenters Hall.	2d & 4th Wed.
(i) 725	Terre Haute, Ind.	P. A. Hall.	1927 S. 10th St.	A. C. Moredock.	653 4th Ave.	O. L. U. Hall.	1st & 3d Mon.
(m) 726	Sault Ste. Marie, Ont., Canada.	F. Ianson.	245 Gloucester St.	L. Swinburne.	245 Gloucester St.		1st & 4th Tues.
(m) 729	Punkstutawney, Pa.	H. W. Kramski.	Cloe, Pa.	J. T. Shaeffer.	236 N. Penn St.	I. O. O. F. Bldg.	2d & 4th Tues.
(m) 731	Int. Falls, Minn.	E. R. Walsh.	Box 356.	E. R. Walsh.	Box 356.	Odd Fellow's Hall.	1st & 3d Tues.
(rr) 733	Portsmouth, Va.	L. Ziegenheim.	517 5th St.	R. Trafton.	109 North St.	Home of Labor.	2d & 4th Sat.
(rr) 735	Altoona, Pa.	Chas. Woodburn.	1527 22nd Ave.	Louis A. Lamade.	330 24th Ave.	B. R. T. Hall.	1st & 3d Fri.
(m) 734	Norfolk, Va.	J. Hawkins.	431 Wright St., Portsmouth, Va.	J. F. Cherry.	320 Poole St.	Odd Fellow's Hall.	Thursday.
(m) 735	Burlington, Ia.	Carl W. Tiemeier.	860 North St.	R. E. Pierce.	1204 S. 4th St.	Labor Hall.	2d & 4th Thurs.
(to) 736	Newport, Vt.	Ira O. Sessions.		L. A. Watson.	Box 366.	Central St.	Last Saturday.
(to) 737	Houlton, Maine.	R. N. Yetton.	Court St.	G. A. Dowe.	9 West St.	Woodmen Hall.	1st Wed.
(m) 738	Orange, Tex.	E. L. Spough.	Box 204.	E. L. Spough.	Box 204.	Labor Temple.	2d & 4th FL.
(rr) 741	Scranton, Pa.	W. B. McBride.	352 Maple St.	J. W. Doellner.	903 N. Irving Ave.	Malta Hall.	1st & 3d Wed.
(rr) 742	New York, N. Y.	Harold P. Ganghrar.	32 Globe Ave., Jamaica, L. I., N. Y.	V. J. LaNoce.	211 E. 101st St.	Comeford Bros. Hall.	2d & 4th Fri.
(m) 743	Reading, Pa.	Milton Popp.	26 N. 6th St.	Warren R. Esterly.	26 N. 6th St.	26 N. 6th St.	Monday.

L. U.	Location.	Res. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(rr)744	New York, N. Y.	J. J. O'Neil.	91 Monroe St.	K. Tillotson.	Linden St.	Arcanum Hall.	1st & 2d Wed.
(rr)745	Princeton, W. Va.	J. Sowers.	Winfield, L. I.	J. D. Owens.	Belmore, L. I.	Richmond Hill.	1st & 2d Mon.
(m)746	Key West, Fla.	A. E. Johnson.	348 Mercer St.	N. L. Ousterhoudt.	Box 627.	Garten Hall.	1st & 3d Fri.
(i)749	Dunkirk, N. Y.	Glenn Hixson.	724 Olivia St.	H. W. Schrader.	Grinnell cor. South St.	P. O. S. A. Hall.	2d & 4th Tues.
(rr)750	Pittsburgh, Pa.	O. W. Bendorf.	228 Lincoln Ave.	J. H. Campbell.	36 W. Green St.	I. O. O. F. Hall.	1st & 3d Thurs.
(rr)752	Jersey City, N. J.	H. M. White.	390 Kenney Ave.	John Deacy.	562 5th St., Pitts-	Labor Temple.	1st & 3d Mon.
(rr)753	Philadelphia, Pa.	Edw. L. Miller.	2285 Boulevard.	Geo. E. McClarin.	28 High St.	583 Summit Ave.	2d Thurs., 4th.
(rr)754	Sayre, Pa.	Francis O'Brien.	1335 N. Allison St.	Leroy Brook.	8065 Recent St.	4639 Lancaster Ave.	2d & 4th Mon.
(o)755	Clarksburg, W. Va.	Bailey King.	302 S. Lehigh Ave.	Chas. C. Drummond.	W. Phila., Pa.	Redmen Hall.	2d & 4th Mon.
(m)756	Fairmount, W. Va.	Chas. Wilson.	Jane Lew, W. Va.	E. D. Faux.	63 Pine St.	Williams Hall.	1st & 3d Mon.
(m)758	Hagerstown, Md.	Clyde L. Anders.	Box 353, Barracks-	Chas. W. Myers.	Waverly, N. Y.	I. B. E. W. Hall.	2d & 4th Fri.
(m)760	Knoxville, Tenn.	J. K. Meehan.	ville, W. Va.	K. P. Dyke.	12 Spence St.	2nd Nat. Bk.	Friday.
(m)761	Renova, Penn.	F. E. Reigle.	621 N. Mulberry St.	F. R. Kaul.	R. 2. Williamsport,	709 1/2 Gay St.	1st & 3d Mon.
(m)762	Ashtabula, O.	F. E. Orcutt.	225 E. Hill Ave.	H. A. Elliott.	Md.	Elks Hall.	2d & 4th Wed.
(i)763	Omaha, Nebr.	K. Peterson.	135 5th St.	Chas. Nelson.	11 McGovern Ave.	B. of R. T. Hall.	1st & 3d Wed.
(rr)764	Denver, Colo.	Chas. Augerman.	321 1/2 Madison St.	R. J. McGan.	512 S. 35th Ave.	414 Club Bldg.	2d & 4th Wed.
(m)765	Visalia, Cal.	J. W. Cary.	3123 California St.	D. W. MacKinnon.	928 Bannock.	C. L. U. Hall.	2d & 4th Tues.
(ee)766	Framingham, Mass.	E. F. Fletcher.	1208 Lipan St.	H. F. Muellor.	Hopkinton, Mass.	Labor Temple.	2d & 4th Fri.
(rr)769	El Paso, Tex.	J. O. Spillane.	Orsolia, Cal.	H. Beardsley.	715 N. Lima St.	Washington Hall.	2d & 4th Thurs.
(i)771	Richmond, Va.	E. McIlarg.	38 Proctor St.	A. L. Holladay.	582 3rd St.	Pythian Bldg.	1st & 3d Thurs.
(m)772	Windsor, Ont., Can.	R. L. Shelton.	610 N. Stauton St.	G. S. Whelpton.	1100 Semmes St., S	Labor Temple.	2d & 4th Mon.
(rr)774	Cincinnati, O.	Edw. Strohmaier.	592 3rd St.	K. Green.	19 Euclid Ave.	Labor Temple.	1st & 3d Tues.
(rr)776	Providence, R. I.	J. J. Dooriss.	67 Cameron Ave.	J. A. Flaherty.	856 Hall Ave.	98 Weybossett St.	2d & 4th Tues.
(rr)778	Greenville, Pa.	F. L. Reigelman.	24 W. 14th St.	J. A. Bear.	19 Euclid Ave.	Carpenters Hall.	1st & 3d Thurs.
(rr)779	Chicago, Ill.	R. J. Lindsay.	302 Charles St.	F. M. Christopher.	Ludlow, Ky.	180 W. Wash St.	1st & 3d Fri.
(rr)781	Harrisburg, Pa.	Geo. F. Wein, Jr.	22 Franklin Ave.	Wm. McGraham.	81 Harold St.	3d & Cumberland.	1st & 3d Fri.
(mt)782	Ft. Worth, Tex.	Andrew Clarke.	3354 W. Madison St.	J. W. Hubbard.	P. O. Box 178.	Labor Temple.	1st & 3d Tues.
783	Spartansburg, S. C.	P. C. Garrett.	1633 Naudain St.	R. Cobb.	Lemoyne, Pa.	C. L. U. Hall.	Monday.
(rr)784	Indianapolis, Ind.	W. L. Harrison.	1311 Lipscomb St.	F. J. Lancaster.	2910 W. 27th St.	223 Hume Mauser	2d & 4th Wed.
(m)785	Virginia, Minn.	P. P. Schugel.	135 Welden St.	P. P. Schugel.	Brill Elec. Co.	204 S. 4th St.	1st & 3d Tues.
(rr)786	St. Augustine, Fla.	H. Campbell.	1515 W. 27th St.	Geo. Osgood.	422 S. 5th St. So.	30 Grove Ave.	1st & 3d Tues.
(rr)787	St. Thomas, Ont.	Carl Grimstead.	422 5th St. So.	J. R. Smith.	31 Maple St.	Machinist Hall.	1st & 3d Fri.
(rr)790	Green Island, N. Y.	Robt. Conlen.	Gen. Del.	John C. Ryan.	635 N. Pearl St.	I. O. O. F. Hall.	1st Sat.
(rr)791	Louisville, Ky.	R. L. Browder.	63 Moore St.	J. P. Ellam.	Albany, N. Y.	Y. M. H. A. Hall.	1st & 3d Thurs.
(rr)792	Chicago, Ill.	Algot Peterson.	923 24th St.	J. A. Picard.	716 E. Ormsby Ave.	Colonial Hall.	2d & 4th Thurs.
(rr)794	Chicago, Ill.	E. C. Snave, Jr.	1919 W. Broadway.	Edmond Price.	6643 Eberhart Ave.	Candler Hall.	2d & 4th Thurs.
(rr)796	Chicago, Ill.	D. C. Stender.	6430 S. Campbell av	T. V. Irwin.	1227 E. 72d St.	Cabaret Club Hall.	1st & 3d Tues.
(rr)798	Aurora, Ill.	John Grundy.	1416 E. 82d pl.	E. A. Collins.	5721 Union Ave.	Dillenburg Hall.	2d Monday.
(rr)797	Chicago, Ill.	H. Gantz.	7735 Langley Ave.	J. B. Greenawalt.	364 Linden Ave.	Frat. Hall.	2d & 4th Thurs.
(rr)798	Chicago, Ill.	Wm. Kilbourne.	406 Grove St.	Fred Theil.	7915 Bishop St.	Central Pl. Hall.	3d Wed.
(rr)799	Kansas City, Kans.	F. L. Hartig.	6915 Justine Ave.	John Flynn.	1033 Gunderson Av.	Fireman Hall.	1st & 3d Mon.
(rr)800	Rocky Mount, N. C.	D. Kornegay.	2128 Lewis St.	L. G. Hammond.	Oak Park, Ill.	Keyser Hall.	2d & 4th Mon.
(rr)801	Gr. Rapids, Mich.	Chas. Willoughby.	1498 S. 27th St.	M. L. Finn.	120 Nash St.	Campan Hall.	1st & 3d Tues.
(m)802	Moose Jaw, Sask., Can.	Jos. P. Powell.	1252 Terrace Ave.	Jos. P. Powell.	150 Carrie St.	T. & L. Council Hall.	2d & 4th Wed.
(rr)803	New Haven, Conn.	Wm. Folk.	70 America St. E.	L. Ledue.	Box 277.	Odd Fellows Bldg.	1st & 3d Wed.
(s)804	Schtdy., N. Y.	Jas. Shaw.	76 3rd St.	Wm. B. Summers.	239 Wash. Ave. W.	E. W. Hall State St.	2d & 4th Tues.
(rr)805	Sedalia, Mo.	B. H. Paxton.	7 Aberdeen Rd.	Jos. Latham.	94 Foster Ave.	Labor Temple.	1st & 3d Tues.
(s)806	Watervliet, N. Y.	A. G. Bussy.	514 E. 5th St.	C. H. Frake.	1094 N. Osage St.	R. A. C. Hall.	1st & 3d Mon.
(m)808	Alliance, Ohio.	M. Bingham.	144 7th Ave.	E. Masters.	1865 9th Ave.	Macabee Hall.	Thursday.
(rr)809	Oelwein, Iowa.	Chas. Smith.	N. Troy, N. Y.	R. E. Dawley.	812 S. Mahoning av.	Temple Hall.	2d & 4th Mon.
(i)810	Mobile, Ala.	A. D. Denney.	958 S. Freedom.	W. C. Farnell.	7 6th Ave. So.	Labor Temple.	Thursday.
(rr)811	Lenoir City, Tenn.	J. R. Inman.	R. F. D. No. 1.	S. R. Hickey.	911 New Jersey St.	Natl. Def. Hall.	2d & 4th Thurs.
(rr)812	Little Rock, Ark.	J. B. McConnell.	406 N. Claiborne St.	Alec Birse.	Box 331.	Brannon Hall.	1st & 3d Tues.
(rr)814	Havelock, Nebr.	F. G. Whiteford.	2118 State St.	John R. Lamb.	2120 Main St.	Labor Temple.	3rd Tuesday.

U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(rr)817	New York, N. Y....	Jas. T. Hogan.....	470 Concord Ave....	C. H. DeSanto.....	533 Tinton Ave.....	111 E. 125th St.....	1st & 3d Tues.
(m)818	Saltville, Va.....	Luther Farris.....	Box 98.....	Alfred Campbell....	Box 35.....	Allison Gap Hall....	2d & 4th Sat.
(rr)819	Salamanca, N. Y....	M. F. Connors.....	55 Fillmore St....	C. H. Odell.....	15 Gates Ave.....	Nies Hall.....	2d Saturday.
(mt)822	Chicago, Ill.....	Leroy Hunter.....	3029 E. 92d St.....	T. C. Wetmore.....	3029 92d St.....	9202 S. Chicago Av.	Fri.
					Rm. 203.....		
(o)823	New Orleans, La....	E. Burke.....	2433 Burgundy St..	A. J. Tomascouch....	1206 N. Broad St...	715 Union St.....	1st & 3d Tues.
(rr)824	Middletown, N. Y....	Geo. C. Harland....	44 Woodlawn Ave..	S. E. Lee.....	19½ Grand Ave....	Gunther Bldg.....	4th Wed.
826	Chicago, Ill.....	R. K. Boyer.....	4950 St. Lawrence Ave.				
(l)827	Champaign and Urbana, Ill.	Joe Dalton.....	411 W. White St....	H. R. McDonald....	R. R. 1, Champaign, Ill.	Labor Hall.....	2d & 4th Thurs.
(l)828	Dayton, Ohio.....	John Procnior.....	620 Valley St.....	H. Harrison.....	237 Chestnut St....	Labor Temple.....	Friday.
(rr)829	San Bernardino, Cal.	Harry Scheline....	Box 42.....	Thos. J. Casper....	Box 42.....	Labor Temple.....	Every Friday.
(rr)831	El Reno, Okla.....	B. O'Rourke.....	405 N. Choctaw Ave	Lincoln Davis.....	Rm. 9, Citizens Bk. Bldg.	I. O. O. F. Hall....	1st Saturday.
(rr)832	Trenton, Mo.....	F. H. Bayne.....	1426 Mable St....	B. D. Paris.....	808 Halliburton St.	Miner's Hall.....	2d Mon.
(rr)834	Hoboken, N. J.....	A. L. Coughle.....	395 Warren St....	J. Leo Rooney.....	880 Main St.....	500 Bloomfield.	2d & last Tues.
					Patterson, N. J.		
(r)837	Sunbury, Pa.....	E. R. Klinger.....	333 Race St.....	C. L. Ardell.....	723 N. 4th St.....	P. O. S. Hall.....	1st Wednesday.
(s)838	Meridian, Miss....	C. N. Holland.....	511 40th Ave.....	C. N. Holland.....	511 40th Ave.....	Trades Council....	1st & 3d Friday.
(rr)839	Jersey Shore, Pa....	J. W. Miller.....	409 Allegheny St..	Chas. Bassett.....	Locust St.....	K. of C. Hall.....	1st & 3d Mon.
(i)840	Geneva, N. Y.....	Jay Cochrane.....	116 Seneca St....	Walt W. Hosking....	209 Puttney St....	Exchange St.....	Alternate Fri.
(m)841	Topeka, Kas.....	H. N. Lower.....	417 Chandler St....	R. D. Collins.....	1214 Greeley St....	Labor Hall.....	2d & 4th Thurs.
(rr)842	Utica, N. Y.....	Jno. Matheson....	1904 Storis Ave....	Chas. Wilson.....	1515 Crocking Ave..	Labor Temple.....	4th Sunday.
(rr)845	El Reno, Okla.....	G. Lawrance.....	9 Citizens Bank Bldg.	Lester B. White....	Rm. 9, Citizens Natl. Bank Bldg.		2d Saturday.
(m)846	Hattiesburg, Miss..	C. Victor.....	1101 Hasbrook Ave.	Ray Fairley.....	818 Hardy St.....	K. of P. Home.....	1st & 3d Tues.
(rr)847	Kansas City, Kans.	A. D. Johnson.....	1101 Hasbrook Ave.	P. H. Peter-on.....	739 Parallel Ave....	Daniels Hall.....	2d Saturday.
(rr)848	Horton, Kans.....			D. M. Haskell.....	Box 152.....	Francis Hall.....	2d Tues.
(rr)849	Syracuse, N. Y.....	G. F. Gray.....	403 Townsend St..	C. B. Tyrrell.....	273 Tremont St....	143 N. Salina.....	2d & 4th Wed.
(c)852	Richmond, Va.....	H. R. Law.....	417 Chandler St....	G. W. Terry.....	317 N. 11th St....	317 N. 11th St....	1st & last Mon.
(m)853	Brewster, Ohio.....	C. T. Griesheimer..	613 Jarvis Ave....	G. Mathias.....	P. O. Box 1.....	Massillon, O.....	4th Monday.
(rr)854	Buffalo, N. Y.....	J. Hayes.....	408 Wyoming St..	C. Carmichael.....	32 Coolidge St....	415 Clinton St....	1st & 3d Fri.
(i)855	Muncie, Ind.....	C. A. Goul.....	907 W. Powers St..	C. Johnson.....	700 W. Jackson St..	116½ E. Main.....	Fri.
(rr)856	Greenville, S. C....	A. W. Brewer.....	108 Summit St....	O. M. Jones.....	238 John St.....	Trammen's Hall...	1st & 3d Tues.
(rr)857	DuBois, Pa.....	W. Howerly.....	129 E. Long Ave....	I. Hetrick.....	104 E. Weber Ave...	Oriole Hall.....	1st & 3d Fri.
(rr)858	Somerset, Ky.....	J. F. Sheneman....	109 West St.....	J. F. Sheneman....	169 West St.....	K. of P. Hall.....	1st & 3d Wed.
(rr)859	Springfield, Mass..	D. J. Sullivan.....	580 Commonwealth Ave., Boston, Mass.	W. A. Lane.....	High St.....	Labor Temple.....	1st Sunday.
					West Brookfield, Mass.	Worcester.	
(rr)860	Long Island City, N. Y.	S. L. Orr.....	275 E. 168th St..	L. A. Glokler.....	2075 Haviland Ave..	Kleeefeld's Hall....	2d & 4th Wed.
(m)861	Stratford, Ont., Canada.	H. Duggan.....	140 Hibernia St....	Harold Diggin.....	140 Hibernia St....	Market Place.....	2d & last Tues.
(rr)862	Jacksonville, Fla..	L. L. Hunt.....	1905 Lackawanna Ave.	V. L. Saunders.....	611 Day St. W....	Labor Temple.....	Tuesday.
(rr)863	LaFayette, Ind.....	N. Stulls.....	2028 Stillwell St..	Frank Jones.....	1620 N. 16th.....	Forster Hall.....	1st & 3d Mon.
(rr)864	Jersey City, N. J....	Wm. Schlinck.....	176 16th Ave., Paterson.	Jas. B. Hart.....	164 E. 31st St....	Fischer Hall.....	2d & 4th Fri.
(rr)865	Baltimore, Md.....	Jas. Gardiner.....	1503 Jackson St....	Robt. Montgomery..	13 W. Randall St..	Sonneburg Hall....	Friday.
(m)866	McAlester, Okla....	Walt Florence.....	Box 329.....	O. J. Lewallen.....	115 S. 6th St.....	Painters Hall.....	Thursday.
(rr)867	Detroit, Mich.....	Geo. O. Hara.....	770 Hubbard Ave..	R. J. Sango.....	8810 Rathbone Ave.	55 Adelaide St....	1st Saturday.
(rr)868	New Orleans, La....	A. Wehl.....	133 N. Pierce St..	J. W. Duprat.....	4023 Iveyille St....	B. K. of A. Home..	2d & 4th Mon.
(rr)870	Cumberland, Md....	O. L. Colley.....	294 N. Centre St..	K. D. Bachman.....	262 N. Centre.....	Chapel Hill Hose Co.	1st & 3d Thurs.
(s)871	Ft. Wayne, Ind.....	E. C. Gallmier.....	Federation Hall....	Larue Cunningham..	R. R. No. 4.....	Federation Hall....	1st & 3d Tues.
(m)872	Bath, Me.....	Chester Freeman..	124 Bedford St....	Jas. Royal.....	Box 110.....	Union Hall.....	1st & 3d Wed.
(m)873	Kokomo, Ind.....	Frank Glaze.....	326 E. Carter St..	H. C. Cottey.....	214 E. Walnut St..	Labor Temple.....	2d & 4th Fri.
(m)874	Zanesville, Ohio....	B. R. Smith.....	S. Zanesville, O....	E. E. Hay.....	227½ Main St.....	Labor Hall.....	2d & 4th Tues.
(m)876	Sterling, Ill.....	J. B. Roscoe.....	162 5th Ave.....	Chas. H. Florida....	708 Avenue A.....		
					Rock Falls, Ill.		
(m)878	Benwood, W. Va....	Chas. O. Snider....	2812 Wilson St....	Geo. Warinsky.....	722 McMichen St..	Benwood Hose House.	1st & 2d Tues.
(m)881	Indiana, Pa.....		Wheeling, W. Va.	Sterling Orange....	129 S. 5th St.....	Eacles Hall.....	1st Tues.
(rr)882	New Orleans, La....	A. L. Redon.....	123 S. White St....	G. F. Schenk.....	623 Vallette St....	715 Union St.....	1st & 3d Thurs.
(rr)884	Cleburne, Tex.....	G. W. Miner.....	606 S. Robinson..	W. G. Howell.....	714 N. Walnut St..	Labor Temple.....	1st Sun., afternoon.
(rr)885	Chicago, Ill.....	Carl Opsahl.....	3306 Cortland St..	Geo. Buman.....	1147 Christiana Av.	Schlitz Hall.....	Thurs. even.
(rr)886	Minneapolis, Minn.	C. Wm. Fank.....	3921 18th Ave. So.	Geo. Wicklem.....	2921 18th Ave. So.	3105 23d Ave. So.	2d & 4th Fri.
(rr)887	Two Harbors, Minn.	Ivan Freeman.....	Box 482.....	Fritz Temme.....	Y. M. C. A.....	Iron Dock Hall....	1st Sat.
(rr)888	St. Louis, Mo.....	H. A. Price.....	2101a No. 10th St..	A. L. Wright.....	5010 Pace Ave....	Fraternal Hall....	3d Sat.
(m)890	Janesville, Wis....	Joe Costello.....	511 S. Franklin St.	Frank Kelly.....	503 S. High St....	Labor Hall.....	1st & 3d Thurs.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Day.
(m)891	Cochocton, O.	Jas. O. Clark.	657 Walnut St.	W. L. Buker.	426 Walnut St.	Trades & Labor Hall.	2d & 4th Tues.
(m)892	Mankato, Minn.	J. R. Hennessey.	224 James Ave.	H. L. Anderson.	326 Pearl St.	State Bank.	1st Thursday.
(rr)893	Oakland, Calif.	Harold B. Darling.	2914 Grove St.	Chas. L. Gruner.	3422 Harper Ct.	12th & Alice.	Tuesday.
(m)897	Niagara Falls, Ont.	O. Sutton.	111 Welland Ave.	A. Glover.	692 Ferry St.	Pithian Castle.	2d & 4th Thurs.
(1)898	Huntington, W. Va.	Roy Roberts.	409 29th St.	Orville Workman.	850½ 16th St.	Bamfield Hall.	2d & 4th Wed.
(1)899	Milwaukee, Wis.	M. Malloy.	381 Greenwich Ave.	Chas. Hardy.	1014 4th St.	Bartender's Hall.	Tuesday.
(m)900	Sudbury, Ont., Can.	R. W. Drybrough.	Box 789.	L. Mahon.	Box 294.	Orange Hall.	2d & 4th Wed.
(m)901	Taylorville, Ill.	Ivor McLain.	808 S. Cherokee St.	Wm. Suberger.	721 S. Wyandotte Street.	Miners' Hall.	1st & 3d Mon.
(rr)902	St. Paul, Minn.	J. H. Tubbesing.	400 Dakota Bldg.	J. E. LaPointe.	400 Dakota Bldg.	75 W. 7th St.	1st Tues., 3d Sunday.
(m)903	Marion, O.	C. E. Burdy.	219 Bain Ave.	H. L. McCury.	206 Barnhart St.	Bldg. Trds. Hall.	Wednesday.
(m)904	Ft. Scott, Kans.	John T. Troughton.	N. Edly St.	C. Lee Talbott.	616 Couth St.	Redman Hall.	1st & 3d Mon.
(m)905	Ranger, Tex.	Ivor Moore.	Glenn Hotel.	Geo. M. Rhodes.	Box 1202.	Guaranty Bk. Bldg.	Wednesday.
(rr)906	Tipton, Ind.	Roscoe Cline.	420 S. High St.	Chas. Mettlen.	224 W. Madison St.		Saturday.
(rr)909	Nashville, Tenn.	E. R. Fuelher.	101 Scott Ave.	L. Ray.	1719 11th Ave. No.	Cor. 4th Broadway.	Last Friday.
(m)910	Watertown, N. Y.	Albert Norton.	304 State St.	Geo. Dezell.	Weldon Hotel.	Rothstock Bldg.	1st & 3d Wed.
(rr)912	Collinwood, O.	F. N. Evans.	591 E. 107th St.	R. D. Jones.	7508 Shaw Ave. S.W.	10506 Superior Hall.	1st & 3d Mon.
(c)913	Warren, O.	Geo. J. Henry.	302 E. Market St.	H. G. James.	1005 Edgewood Av.	3½ Market St.	Monday.
(m)914	Thorold, Ont., Can.	H. C. Tracy.	Box 893.	R. Bittle.	Box 760.	Carpenter's Hall.	1st & 3d Mon.
(m)915	Three Rivers, Que., Canada.	R. Rock.	Cap. Madeline.	Wm. McClintock.	Box 8, Cap de Madeline, Que., Can.	39a Rue De Forge.	1st & 3d Fri.
(rr)916	Bellefontaine, Ohio.	Floyd Harshbarger.	213 Fountain Pl.	E. M. Spellman.	E. Patterson St.	Musicians Hall.	1st Tuesday.
(rr)917	Memphis, Tenn.	Jas. E. Murray.	273 Edith Ave.	W. W. Skern.	213 Ashland Ave.	Samuelson's Hall.	1st & 3d Fri.
(rr)918	Covington, Ky.	F. L. Welte.	1703 Holman St.	M. D. Castle.	1003 Greenup St.	I. O. O. F. Hall.	1st & 3d Mon.
(rr)919	Erwin, Tenn.	W. E. Young.		T. H. Peters.		Trainmen's Hall.	1st & 3d Mon.
(m)920	Lynchburg, Va.	T. C. Whittemore.	1522 Early St.	W. M. Elliott.	606 Church St.	Eagle Hall.	1st & 2d Fri.
(m)921	Two Harbors, Minn.	W. Pfeffer.		E. Tillquest.	Gen. Del.	Iron Docks Hall.	1st Saturday.
(c)922	Steelton, Pa.	Albert C. Noffinger.	1262 Miller St.	Jas. B. Snively.	Enhart, Pa., Box 72.	Light Co. Hall.	Wed.
(rr)924	Wheeling, W. Va.	Corner Liston.	Bridgeport, O.	C. L. Cotton.	Box 787.	1515 Market St.	2d & 4th Tues.
(m)927	Middletown, Ohio.	R. Kraft.	918½ Yankee Rd.	Elmer Kane.	111 N. Clark St.	Leibee Bldg.	1st & 3d Fri.
(m)929	Titusville, Pa.	Clyde Rhodabarger.	320 N. Franklin St.	Harold A. Schwartz.	135 E. Diamond St.	Owls Hall.	1st & 3d Fri.
(m)931	Lake Charles, La.	J. C. Huldabuart.		D. M. Allen.		Rinean Bldg.	1st & 3d Thurs.
(m)932	Idaho Falls, Idaho.	A. Arnold.	560 N. Water Ave.	E. A. Kaler.	357 Eastern Ave.	Labor Hall.	1st & 3d Thurs.
(rr)934	Tucson, Ariz.			Geo. Legler.	Box 1271.		
(m)936	Enid, Okla.	W. P. Watts.	Box 301.	Louis Dodd.	111 E. Elm St.	111½ E. Bldway.	Thursday.
(rr)937	Richmond, Va.	R. R. Jones.	2818 W. Main St.	F. W. Rutledge.	1817 Fairmount Ave.	Aracade Bldg.	1st & 3d Mon.
(rr)938	Sacramento, Calif.	E. B. Nornintan.	2018 2nd Ave.	J. Noonan.	1120 20th St.	Labor Temple.	2d & 4th Wed.
(m)939	Arkansas City, Kas.			S. A. Burns.	223 N. 2nd St.	Labor Hall.	2d & 4th Mon.
(m)940	North Platte, Nebr.	H. D. Cox.	817 W. 6th St.	E. L. Blacketer.	Box 71.	Labor Temple.	2d & 4th Mon.
(m)941	Bowling Green, Ky.	H. B. Lucis.	936 Ky. St.	F. M. Mootz.	418 10th St.	Main and Adams.	Monday.
(m)942	Cisco, Tex.	E. G. Hale.	218 W. 7th St.	L. P. Little.	Box 34a.	I. O. O. F. Hall.	Tuesday.
(m)944	Seattle, Wash.	R. Wilbourne.		E. Wyatt.	Rm. 9, Labor Tem.	Labor Temple.	Wednesday.
(rr)945	Philadelphia, Pa.	B. Woodward.	1911 N. Warnock St.	Gus Leinart.	2545 N. Gratz St.	2768 Frankford Av.	1st Tues.
(m)946	Huntington, Ind.	E. C. Christ.	1315 Suerior St.	Jas. Hessin.	733 E. Tipton St.	3 E. Market St.	1st & 3d Fri.
(m)947	Vincennes, Ind.	John Maloney.	803 N. 6th St.	H. J. Amos.	1505 N. 2nd St.	414½ Main.	Wednesday.
(m)948	Flint, Mich.	D. Vosier.		W. J. Haywood.	Box 51.	Machinists' Hall.	Friday.
(m)949	Austin, Minn.	Carl Greson.	510 Medary St.	J. H. Igon.	106 N. Division S.	Carpenters Hall.	2d & 4th Thurs.
(s)951	Salem, Mass.	Mary Herlihy.	40 Northern Ave.	Mary Memple.	10 Oak St.	Eagles Hall.	2d & 4th Mon.
(m)953	Eau Claire, Wisc.	Phil Bennede.	115½ Wise St.	Wm. Foster.	742½ N. Barstow St.	Union Hall.	1st & 3d Fri.
(rr)954	Houston, Tex.	L. Whitley.	506 Birdall St.	Wm. Lodge.	1138 Yale St.	Labor Temple.	2d & 4th Tues.
(i)955	Ft. Smith, Ark.			Ernest Bumbacher.	Ft. Smith Elec. Sup. Co.	Labor Hall.	2d & 4th Thurs.
(rr)957	Sparks, Nev.	C. E. Johnson.	317 12th St.	C. E. Johnson.	Box 1084.	Engineers Hall.	3d Friday.
(rr)958	Corning, N. Y.	Harvey Lounsbury.	99 Perry Ave.	Elmer D. Moore.	47 Fuller Ave.	Moose Hall.	1st & 4th Mon.
(m)961	St. Augustine, Fla.	M. L. Wolfe.		C. H. Bradford.		Mateins Cigar Fact.	
(rr)962	Readville, Mass.	C. F. Heyn.	149 Milton Pl.	Oscar F. Fundin.	91 Blake St.	Elks Bldg.	1st Fri.
(m)963	Kankakee, Ill.	Wm. A. Keane.	193 N. Indiana Ave.	Earl Harper.	1801 E. Court St.	Labor Hall.	2d & 4th Wed.
(rr)964	Erie, Pa.	W. C. Baker.	337 E. 24th St.	Bruno Grunitz.	419 E. 4th St.	608 State St.	1st & 3d Sat.
(m)965	Lusk, Wyo.	D. C. Jamieson.		T. O. Dick.	Box 206.	Tele. Office.	Tuesday.
(m)966	Washington, Ind.	O. J. Lawndale.	209 W. Hefron St.	Fred Tyffe.	Care Eect. Wkr.	Eagles Hall.	1st & 4th Fri.
(rr)967	Albuquerque, N. Mex.	Bert H. Brown.	410 S. Edith St.	Gordon Holloway.	209 W. Hazeldine Ave.	I. O. O. F. Hall.	1st & 3d Thurs.
(rr)971	Elizabethport, N. J.	H. Schlaupetz.	115 Sherman Ave.	Wm. Kemp.	328 54th St.	732 Grand St.	1st & 3d Wed.
(1)973	So. Bend, Ind.	Oliver Pfender.	Roselle Pk., N. J.		Brooklyn, N. Y.		
(m)974	Carlinville, Ill.	Thos. Todd.	1402 S. High St.	F. M. Teeter.	1106 Van Buren St.	Cent. Labor Hall.	2d & 4th Tues.
(rr)975	Norfolk, Va.	Davie Parker.	Mayo St.	Wm. Saville.	Box 955.	Bldg. Trades Hall.	1st & 3d Mon.
			308 E. 25th St.	J. R. Dezern.	1823 W. 38th St.		

U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
* 976	Ft. Madison, Ia....	E. H. Yoltson.....	1310 Front St.....	C. E. Miller.....	3133 Cherokee St...	Heady Hall.....	2d & 4th Tues.
m) 977	Jackson, Miss.....	J. B. Sullivan.....	718 S. State St.....	L. A. Larson.....	209 N. Farish St...	Labor Hall.....	2d & 4th Thurs.
m) 978	Elkhart, Ind.....	Ralph Wagner.....	307 Plum St.....	A. L. Brown.....	159 Division St...	Painters Hall.....	1st & 3d Thurs.
m) 980	Los Angeles, Calif.	Wm. LaPointe.....	417 S. Boylston St...	John Doyle.....	2203 Huron St.....	Labor Temple.....	Tues.
m) 982	Winston-Salem, N. C.	W. R. Ganwood.....					
nt) 984	Peabody & Salem, Mass.	Harold I. Nash.....	8 Stevens St.....	J. Edw. Wiggin.....	47 Federal St., Salem, Mass.	51 Wash. St., Salem.	4th Wed.
rr) 986	Elmira, N. Y.....	G. C. Wilkes.....	725 Seneca Pl.....	Wm. Moffat.....	Cedar St.....	Trades Labor Hall.	1st & 3d Fri.
to) 988	Detroit, Mich.....	M. Beavis.....	693 2nd Ave.....	G. C. Greenwood.....	25 Adelaide St...	42 Cad Sq.....	Wednesday.
m) 989	Ada, Okla.....	J. L. Wilson.....	617 W. 9th.....	C. W. Liscomb.....	121 E. Main St...	Unique Elec. Co...	1st & 3d Fri.
m) 990	Lancaster, Pa.....	Wm. Albright.....	537 E. Marion St...	Fred Greer.....	629 4th St.....	Union Labor Hall.	Tuesday.
m) 991	Corning, N. Y.....	LeClaine Decker.....	211 Columbia St...	L. H. Shoemaker.....	145 E. Pultney St...	Rogers Hall.....	2d & 4th Wed.
m) 993	Burley, Idaho.....	Eugene Toorman.....	120 S. Oakley Ave...	J. D. Daly.....	136 S. Albion Ave...	Carpenters Hall...	1st & 3d Thurs.
rr) 994	Kansas City, Mo...	Chas. McKain.....	Mo. Pac. R. R. E. Bottom Shop.	Fred M. Urban.....	3830 Anderson.....	Mo. Pac. R. R. E. Bottom Shop.	2d & 4th Sat.
m) 995	Baton Rouge, La...	M. H. Hatfield.....	125 13th St.....	C. L. Adams.....	725 Elam St.....	I. O. O. F. Hall....	2d & 4th Mon.
m) 997	Shawnee, Okla....	Volney Jones.....	428 S. Pottinger St.	R. F. Hamilton.....	Box 532.....	Whittaker Bldg....	Wednesday.
m) 998	Greensboro, N. C...	H. H. Thornton.....	526 Douglas St.....	R. L. Damp, Jr.....	926 Walker Ave....	Maccabee Hall....	Tuesday.
(i) 1002	Tulsa, Okla.....	W. Tyson.....	2213 E. 2nd St...	O. M. Anderson.....	15 W. 2nd St.....	Carpenters Hall...	Tuesday.
m) 1003	Calexico, Calif....	Jack Whightread...	Box 1163.....	Joe Walker.....	Box 1163.....	Fire Hall.....	1st & 3d Tues.
							2nd Sun.
m) 1004	Sarnia, Ont., Can...	J. E. Waterhouse...	253 Tecumseh St...	W. Bridges.....	384 N. Mitton.....	Maccabee Hall....	2d & 4th Tues.
rr) 1005	St. Louis, Mo.....	P. J. Connors.....	4809 Easton Ave...	Jas. Wrage.....	3620 Park Ave....	Butler's Hall....	1st & 3d Wed.
(i) 1006	Marinette, Wis....	H. G. Leanna.....	1326 Perce Ave....	Ned Peterson.....	827 Carney Blvd...	Concordia Hall...	2d & 4th Mon.
rr) 1008	Sausalito, Cal.....	Edw. Cole.....	Larkspur, Cal., Box 142.	E. C. Alexander.....	453 Pine St., San Francisco.	Co-op. Store Hall., San Rafael, Cal.	2d & 4th Wed.
m) 1009	Traverse City, Mich	M. A. Voice.....	134 E. 11th St.....	Taylor Edgell.....	518 W. 7th.....	242 E. Front.....	Wed. alternate.
(i) 1010	Danville, Va.....	D. A. Long.....	527 Patton St.....	J. H. Ferrell.....	169 Gray St.....	Owls Hall.....	Monday.
m) 1011	Washington, Ia....	Chas. Hays.....	729 S. Ave. B.....	Harold Hays.....	731 S. Ave. B.....	Trades Assembly...	
m) 1012	Ellensburg, Wash...			H. W. Bernier.....	309 E. 3d St.....	Moose Hall.....	Wednesday.
(i) 1014	Allentown, Pa.....	H. P. Sell.....	1132 Green St.....	Wm. Deitz.....	616 N. Fulton St...	4th Floor.....	Wed.
rr) 1015	Peoria, Ill.....	E. U. Bloompot.....	900 Charlotte St., Pekin, Ill.	J. E. Johnson.....	211 Easton Ave....	Nichols Hall.....	Wed.
rr) 1018	Superior, Wis.....	Frank Kimhera.....	1014 18th St.....	Ed. Lafferty.....	P. O. Box 166.....	Trades & Lab. Hall.	1st & 3d Fri.
m) 1018	Campbellford, Ont., Can.	R. E. Scott.....	Route 2.....	E. G. Tinney.....	Route 2.....		3rd Wed.
m) 1019	Trenton, Ont., Can.	Chas. H. Wills.....	Frankford, Ont.....	H. C. Butterfield...	Dam No. 2.....	Front St.....	2d & 4th Mon.
m) 1020	Salisbury, N. C....	W. A. Graham.....	726 E. Inniss St...	J. Z. Whirlow.....	114 N. Clay St....	Moose Hall.....	1st & 3d Wed.
(i) 1021	Uniontown, Pa....	Alva Brown.....	15 W. Peter St.....	L. M. Burnworth...	48 E. Fayette St...	Moose Hall.....	2d & 4th Tues.
(i) 1022	Pontiac, Mich.....	C. A. Roberts.....	250 Perry St.....	F. P. Fletcher.....	547 Auburn Ave....	I. O. O. F. Hall....	Thursday.
rr) 1023	Canton, Ohio.....	Ray Neff.....	1411 17th St. NE...	J. E. Eccleston.....	927 Cherry N. E...	207 Market St., S...	2d & 4th Fri.
rr) 1024	Pittsburg, Pa.....	C. V. Reese.....	3002 Frederick St., N. S.	H. J. Smith.....	240 Jeff St.....	Odd Fellow's Hall.	
rr) 1025	Cos Cob, Conn.....	G. E. Glifort.....	14 Cedar St., Portchester, N. Y.	Harry P. Gaffney...	P. O. Box 88.....	Carpenters Hall...	Friday.
rr) 1026	Buffalo, N. Y.....	W. L. Kilpatrick...	43 Macamley St...	E. J. DeVoe.....	27 Littell Ave....	Bayer Hall.....	2d & 4th Sun.
m) 1027	Salem, Ohio.....	Edwin Smith.....	Washington St...	W. A. Jenkins.....	147 S. Union.....	Sheet Metal Hall...	3d Mon.
rr) 1028	E. Mauch Chunk, Pa	Rolland Armbruster	North St.....	Chas. Bartholomew	216 North St.....	I. O. O. F. Hall....	1st & 3d Sun.
(i) 1029	Woonsocket, R. I...	Wm. Grady.....	141 Cato St.....	Ralph Nutting.....	131 Lincoln St...	6 S. Main St.....	1st Monday.
rr) 1030	Chicago, Ill.....	F. Edwards.....	456 N. Western Av.	R. J. Wurfel.....	3241 Cottage Grove Ave.	5 S. Sangamon St.	1st Thurs.
w) 1032	Bellingham, Wash.			W. H. Gubbin.....	1301 W. Holly St...	Labor Temple.....	Tues.
rr) 1033	Pocatello, Idaho...	Geo. J. Richardson.	1012 E. Lewis.....	Geo. J. Richardson.	1012 E. Lewis.....	Woodman Hall....	1st & 3d Fri.
m) 1034	Laramie, Wyo.....	H. L. Peterson.....		H. L. Peterson.....	615 S. Cedar St...	Labor Temple.....	2d & 4th Fri.
rr) 1035	Wellsville, Ohio...	N. H. Carnahan.....	1822 Nevada St...	N. H. Carnahan.....	1822 Nevada St...	Machinists Hall...	2d & 4th Tues.
rr) 1036	Jackson, Mich.....	A. P. Dunn.....	217 N. Forbes St...	H. Hinelein.....	1025 S. Milwaukee St.	Labor Hall.....	1st & 3d Thurs.
(i) 1037	Winnipeg, Man., Canada.	A. A. Miles.....	410 Lansdowne Ave.	J. S. McDonald.....	185 James St.....	Labor Temple.....	2d & 4th Mon.
rr) 1038	Cleveland, O.....	A. Chamberlin.....	R. F. D. No. 3.....	R. Wearley.....	2050 W. 81st St...	American House...	1st & last Wed.
m) 1039	Abilene, Texas.....	Chragrin Falls, O.		F. B. Mainer.....	Box 232.....	Labor Hall.....	Fri.
m) 1040	Bismarck, N. Dak...	Fred Major.....	Box 232.....	H. E. Saner.....	120 W. Thayer St...		
m) 1042	Sturgis, Mich.....	Forrest Murray...	201 S. Maple Ave...	A. R. Farnsley.....	203 E. West St...	Woodman Hall....	1st & 3d Fri.
m) 1044	Rome, N. Y.....	L. Herbst.....	117 W. Thomas St...	J. Norton.....	608 W. Willett St...	Labor Temple.....	1st & 3d Mon.
m) 1045	Pawhuska, Okla....	J. E. Cobb.....	201 S. Gerrard St...	T. W. Twilley.....	Box 1182.....	205 Main St.....	Tuesday.
m) 1046	DeKalb, Ill.....	I. E. Casper.....	E. Lincoln Highway	V. T. Whitney.....	121 N. 9th.....	Union Hall.....	1st & 3d Wed.
m) 1047	Toledo, O.....	Ed. Maher.....	633 Woodland Ave...	D. N. Matheson...	1221 Mott Ave....	Labor Temple.....	Thurs.
rr) 1049	Oil City, Pa.....			W. H. Myers.....	420 W. 4th St...	Latonia Hall.....	1st & 3d Mon.
m) 1050	Sterling, Colo.....	Chas. Hirst.....	Box 806.....	Fred Miller.....	Albany Hotel.....	Court House.....	Thurs.
(i) 1052	Paducah, Ky.....			J. A. Warden.....	415 N. 7th St...		

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Day
(p)1053	Hillsboro, Ill.	Clarence Scott.	N. Hamilton St.	Martin Chandler.	1017 Marshall St.	Trds. Council Hall.	1st & 3d Wed.
(m)1054	Salina, Kas.	Geo. J. Lanphere.	116 E. Bond.	L. C. Arnold.	405 E. Elm St.	H. V. R. Hall.	2d & 4th Tue.
(m)1055	Wellington, Kan.	K. Heasty.	720 N. C St.	Ross McNay.	109 N. Jeff. St.	K. of P. Hall.	Thursday.
(m)1057	Woodland, Me.	R. Whitaker.	Woodland, Me.	Merle Knight.	Box 416.	Merritt Shop.	2d & last Tue.
(m)1058	La Porte, Ind.	W. B. Allen.	112 Grove St.	Roy Woodruff.	1112 Weller Ave.	W. O. W.	2d & 4th Thurs.
(m)1059	St. Anthony, Idaho.	Guy Stone.		Chas. Rule.		1st Nat. Bank Bldg.	1st & 3d Mon.
(rr)1060	Norfolk, Va.	A. P. Wyatt.	242 31st St.	F. D. Smith.	46 Lafayette Blvd.	Odd Fellows Hall.	1st & 3d Sun.
(m)1061	Bluffton, Ind.	C. A. Heare.	Box 56.	A. A. Hammond.	114 W. South.		Tuesday.
(a)1062	Philadelphia, Pa.	Wm. Griffin.	2335 S. 26th St.	Mark Brady.	6015 Trinity Pl. W.	1214 N. 28th.	
(i)1065	Ironton, Ohio.	W. D. Hayes.	Box 49.	Otto Crawford.	Hoffman Flat.	Hayward Bldg.	1st & 3d Mon.
(m)1066	Rome, Ga.	Walter Byars.	404 W. 5th St.	Earnest Mosteller.	Box 604.	Bricklayer's Hall.	Wednesday.
(m)1067	Fairbault, Minn.	M. J. Voss.		Geo. LeBlanc.	611 W. 4th St.		
(m)1068	Sydney Mines, N. S. Can.			Otto McKinnon.	No. Sydney Cape, Breton.		
(m)1070	Ludington, Mich.	Jas. McDonald.		J. H. Gosling.	210 E. Danaber St.	Firemen Hall.	1st & 4th Mon.
(i)1071	Battle Creek, Mich.	J. R. Vaughn.	Box 134, R. R. 9.	Ben Addison.	465 Addison St.	31 E. Van Burne.	1st & 3d Fri.
(m)1072	Monterey, Calif.	R. S. Tice.	107 19th St., Pacific Grove, Calif.	J. G. Scrafford.	975 Lighthouse av.	Bldg. Trds. Tem.	1st & 3d Mon.
(i)1073	Lima, O.	R. T. Brodt.	713 St. John's Ave.	Art Wells.	810 Bellefontaine Ave.	Court House.	Friday.
(m)1074	Breckenridge, Tex.	B. B. Wales.	Box 564.	B. B. Wales.	Box 564.	Elec. Wks. Hall.	Tues.
(i)1075	Bay City, Mich.	Walt Priem.	1100 Webster.	E. G. Quast.	1829 Woodside Ave.	Cent. Trades Hall.	Wed.
(m)1076	Oneida, N. Y.	H. M. Cornish.					
(m)1077	Blayneville, Ark.			L. H. Koennecker.			
(rr)1078	Roanoke, Va.	R. B. Silcox.	819 Salem Ave.	D. L. Johnson.	510 3rd Av. N. W.	Jeff. St.	Tuesday.
(m)1079	Auburn, N. Y.			Edw. Conboy.	6 Burt Ave.		
(m)1080	Freeport, Ill.	G. J. Campbell.	19 Grand St.	Gregory Campbell.		Trades and Labor Coun.	2d & 4th Wed.
(m)1081	Altus, Okla.	James Strickland.		L. R. Whitney.	308 E. Walnut St.	Labor Hall.	1st & 3d Sun.
(m)1082	Batavia, N. Y.	G. D. Coolidge.	576 E. Main St.	W. E. Shafer.	14 Main St.	Labor Temple.	1st & 3d Thurs.
(rr)1083	Chanute, Kas.			A. L. Heath.	704 S. Evergreen.	Moose Hall.	1st & 3d Fri.
tel)1084	Ft. Wayne, Ind.	O. Larsen.	222 Breckenridge St.	O. Reuter.	228 W. Berry St.		1st & 3d Fri.
(m)1085	Chester, Pa.	Roy Herron.	407 W. 2nd St.	Jos. Sweeney.	18 Parker Ave.	Howard Hall.	Monday.
(rr)1086	Tacoma, Wash.	H. A. Turner.	R. F. D. No. 2, Box 4A.	W. H. Josselyn.	3802 N. 24th St.	Labor Temple.	1st & 3d Wed.
(rr)1087	Keyser, W. Va.	E. L. Dayton.	35 F. St. Keyser.	H. Wells.	226 W. Piedmont St.	K. of P. Armory.	1st & 3d Thurs.
(m)1088	Minneapolis, Minn.			Ole Legwold.	319 Duluth Ave. N.	Fullerton Bldg.	
1089	Brockville, Ont., Can.	R. Williams.	59 Abbott St.	H. C. Johnson.	37 Orchard St.		1st & 3d Sun.
(m)1090	Shelbyville, Ind.	St. C. Humphries.	Harrison Avenue.	Ralph Spurlin.	222 W. Locust St.		1st & 3d Mon.
(rr)1091	Battle Creek, Mich.	E. Riggs.	368 N. Kendall St.	G. Cummings.	142 Winter St.	Odd Fellows Hall.	1st & 3d Fri.
(m)1092	Marville, Tenn.	J. Queener.	Box 281.	Chas. Robinson.	Box 281.		
(m)1093	Huron, S. Dak.	Ormand Jacobsen.	312 3d St. E.	J. Cameron.	Murdo, S. Dak.		
(m)1094	Williamson, W. Va.	T. N. Kilcore.	Box 661.	N. Kilcore.	Box 661.	Goodman Bldg.	Monday.
(rr)1095	Toronto, Ont., Can.	Fred Grinnell.	88 Wiltshire Ave.	Geo. Arnold.	10 Pretoria Ave.	Labor Temple.	1st Wed.
(m)1096	Sydney, N. S., Can.	E. Pledge.	133 Cornishtown rd.	R. G. Hines.	37 Rieby Rd.	Ferguson Bldg.	
(m)1097	Gt. Falls, Newfoundland, N. S.	W. S. Crocker.	Cabot House.	Chas. Raines.	Cabot Rd.	Town Hall.	1st & 3d Mon.
(rr)1098	Childress, Tex.	Carl Hudson.	Box 632.	Carl Hudson.	Box 632.		
(m)1099	Oil City, Pa.	A. C. Butler.	Franklin, Pa.	P. J. Burbee.	540 Plumer St.		
(rr)1100	Marion, Ohio.	L. Rayner.	Flat Ave.	H. Sortman.	330 Carner Ave.		
(w)1101	Anaheim, Cal.	Fred Scott.	411 E. Chartress St.	E. Neiman.	407 E. Adela St.	Gamber Hall.	Tuesday.
(m)1102	St. Hyacinth, Que. Canada.	Ernest Lagasse.	49 St. Paul St.	Adrien Benoit.	335 Girouard St.	Los Angeles. Boots Shoe Wks. Hall.	1st & 3d Wed.
(t)1103	Ashland, Ky.	O. Rvalls.	314 Ring St.	J. M. Crawford.	502 E. Greenup Av.	Cent. Labor Hall.	2d & 4th Fri.
(m)1104	Chico Rd., Calif.	A. Hostetter.	Box 379.	J. B. Tufts.	960 S. Salem St.	Labor Temple.	1-2-3-5 Thurs.
(i)1105	Newark, O.	C. O. Roe.	335 Eddy St.	H. A. Froelich.	458 Cedar Crest Av.	11½ E. Church.	Friday.
(rr)1106	Wilkes Barre, Pa.	Jos. Keller.	71 Hutson St.	Wm. Lynne.	21 Tripp St.		
					Forty Fort, Pa.		
(rr)1108	Garrett, Ind.	W. J. Dreher.	403 S. Cowen St.	W. Gunda.	516 S. Walsh St.	Federation Hall.	3d Friday.
(m)1109	Marysville, Cali.	J. C. Murphy.	512 D St.	Jas. Wood.	313 E St.		
(m)1110	Livermore Fls., Me.	Frank Scudder.		Norman Baraby.	Box 465.	Union Hall.	1st Wed.
(m)1111	Villa Grove, Ill.	J. D. King.	11 N. Sycamore St.				
(m)1112	Loveland, Colo.	O. S. Nutter.	Box 75.	F. L. Goddard.	615 W. 3d St.	3d Cleveland Av.	Wednesday.
(m)1113	Decatur, Ind.	J. A. Hunter.	108 N. 11th St.	A. D. Hunter.	307 N. 11th St.	Carpenter's Hall.	1st & 3d Wed.
1114	Teague, Texas.	S. H. Ellison.				Labor Temple.	2d Monday.
(m)1115	San Angelo, Tex.	J. Waltham.	412 W. Ave. B.	P. M. Stephen.	1822 S. Sams St.	Cent. Labor Hall.	2d Sat. 1-3-4th. Wednesday.
(m)1116	Kingsport, Tenn.	Russell Stone.	Kingsport, Tenn.	O. E. Kelly.	572 Wanolan Ave.	I. O. O. F. Hall.	Thurs.
(o)1117	Seattle, Wash.	P. O. Slade.	R. R. 8, Box 174.	M. A. Baker.	201 Collins Bldg.	203 Collins Bldg.	Monday.
(m)1118	Quebec, Can.	L. Gervais.	354 St. Francis.	J. Morison.	12 Rochester St.	Int. Hdqrs.	3d Monday.
(m)1119	Lock Haven, Pa.	B. Hoog.	111 Wash. St.	Don Lowe.	207 Vesper St.	I. O. O. F. Hall.	2d & 4th Wed.
(m)1120	Hopewell, Va.	E. G. Weaver.	300 N. 1st St.	L. O. Suttle.	205 N. 2nd St.	I. O. O. F. Hall.	Thurs.

U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(to) 1121	Olean, N. Y.	C. Feltenberger	214½ W. State St.	M. B. Lyman	653 Kittanning Ave.	Federation Hall	1st & 3d Tues.
(to) 1122	Lufkin, Tex.	M. L. Hand	Box 515.	D. L. Oats	Route 2.		
(to) 1123	Newton, Ia.	F. Lite	221 S. 2nd St. E.	W. S. Smith	421 W. 3d St. So.		
(to) 1124	Thetford Mines Que., Can.	Edgar Beattie	108 St. Alfred St.	J. R. Vachon	99 Cyr St.	City Hall	1st & 3d Mon.
(to) 1125	Connellsville, Pa.	W. M. Cable	413 Wash. St.	R. Armstrong	Box 632.		
(to) 1126	Lewiston, Maine.	Van Eck	Coffin & Kirk Co.	W. Phillips	9 Hazel St.	Carpenter's Hall	2d & last Thurs.
(to) 1127	Texas City, Tex.	J. R. Shelton	Box 103.	L. B. Crumps	Box 591.	I. L. A. Hall	2d & 4th Fri.
(to) 1128	Pen Argyll, Pa.	Wm. Tucker	510 George St.	Herbert Andrews	535 Penna. Ave.	Moles Hall	1st & 3d Wed.
(to) 1129	Brownwood, Tex.	R. Funderburk	T. O. Elec. Co.	H. Wilson	1305 Avenue C.		
(to) 1130	St. Angeles, Wash.	B. Winter	1501 S. Pine St.				
(to) 1131	Bloomington, Ind.	R. D. Fowler	311 W. 2d St.				
(to) 1132	Quincy, Mass.	H. R. Morrison	Box 170.	A. L. Patstone	Box 170.	17 Temple St.	Friday.
(to) 1133	Appleton, Wis.	Phil Kaufman	799 Drew St.	L. Drexler	1066 Franklin St.	Trades Labor Hall	Monday.
(to) 1134	Cheyenne, Wyo.	Karl Brown		D. Van Winkle	2418 House St.		
(to) 1135	Newport News, Va.	W. A. Saunders	Box 720. Care N. Webb.				
(to) 1138	Greenville, S. C.	Joe Seming		W. B. Keller	111 River St.		
(to) 1a	Boston, Mass.	Anna Malloy	448 Old South Bldg.	Loretta M. Baker	448 Old South Bldg.	997 Washington St.	2d & 4th Fri.
(to) 2a	Lynn, Mass.	Mary Burke	57 High Rock St.	Mary Sands	232 Eastern Av.	Moose Hall	2d & 4th Mon.
(to) 3a	Springfield, Mass.	Catherine Burke	24 Sherman St.	Mary Sullivan	30 Stockman St.	Hibernian Hall	2d & 4th Mon.
(to) 5a	Worcester, Mass.	Katherine N. Dolon	12 Vinton St.	Anna M. Foley	37 Temple St.	19 Pearl St.	1st & 3d Mon.
(to) 6a	New Bedford, Mass.	Claire Barry	34 Liberty St.	Elizabeth Moore	103 Morgan St.	Cornell Bldg.	2d & 4th Thurs.
(to) 7a	Framingham, Mass.	Esther Colbert	500 Whittier Road.	Grace Clinton	247 Waverly St.	Central Labor HaM	3d Thurs.
(to) 9a	Butte, Montana.	Florence Walsh	107 N. Mont. St.	Florence Walsh	707 N. Montana St.	W. Granite St.	Last Sat.
(to) 11a	Fitchburg, Mass.	Florence Johnson	31 Gillis Ct.	Rose Vaillancourt	52 Oliver St.	13 Blossom St.	2d & 4th Mon.
(to) 12a	Concord, Mass.	Mary Mansfield	Bedford St.	Mary A. Grimes	52 Bedford St.	Carpenter Hall	2d Thurs.
(to) 15a	Denison, Texas.	Carrie Dobbins	201 W. Bond St.	Carrie Dobbins	201 W. Bond St.	Phone Bldg	1st Monday.
(to) 16a	Salem, Mass.	Margaret Deimehey	6 Cliff St.	Margaret King	36 Burroughs St.	Eagles Hall	2d & 4th Thurs.
(to) 18a	Lawrence, Mass.	M. E. Reardon	74 Ames St.	Rose A. Bedard	159 Water st.	Pilgrim Hall	4th Tues.
(to) 19a	Lowell, Mass.	M. C. Cullen	16 Loring St.	Katherine F. Fuller	394 Concord St.	I. O. O. F. Hall	2d & 4th Tues.
(to) 20a	Haverhill, Mass.	Esther Dea.	27 Merrimack St.	J. I. Sargent	72 Pecker St.	S Main St.	3d Mon.
(to) 21a	Fall River, Mass.	Kathryn Brennan	536 Brufee St.	Margaret Choate	534 Locust St.	Moose Hall	Last Mon.
(to) 22a	Fauntun, Mass.	Rebecca Mackenzi.	785 Cohannet St.	Edith McDonald	18 State St.	Odd Fellows HaM	4th Mon.
(to) 23a	Pittsfield, Mass.	Marion Hickey	131 Stoddard Ave.	Marjorie Cook	10 Lincoln St.	School St.	1st & 3d Mon.
(to) 24a	North Adams, Mass.	Valeria M. Vieux	230 Houghton St.	Annie Timoney	27 Cheesbro Ave.	O. F. Lodge Rooms	1st Wed.
(to) 25a	Portland, Maine.	Helen Cushing	14 Alder St.	Winnie A. McHau.	10 Bristol St.	Pythian Temple	1st & 3d Tues.
(to) 26a	Bangor, Maine.	Gessie Shaughnessy	143 Pine St.	Madeline Richard-son.	176 Buck St.	Roy a l Arcanum Hall.	1st & 3d Fri.
(to) 27a	Brockton, Mass.	Rena Mackin	11 W. Park St.	M. L. Meacham	958 N. Main St.	Marston Bldg	1st & 3d Mon.
(to) 31a	Winnipeg, Man.	M. E. Williamson	Labor Temple	S. Peters	165 James St.	Labor Temple	2d & 4th Wed.
(to) 33a	Newburyport, Mass.	Violet Broun	35 Wash. St.	Aunes Collins	21 Purchase St.	Lafayette Hall	1st Wed.
(to) 36a	Aberdeen, Wash.			Leah Christianson	114 N. Monroe St.		
(to) 38a	Missoula, Mont.	Louise Angst	P. O. B. 14.	Louise Angst	P. O. B. 14.	Union Hall	1st Fri.
(to) 39a	Tacoma, Wash.	Mary O'Hourke	151½ Broadway.	Blanche Brown	811 S. 7th St.	Labor Temple Hall	1st & 3d Tues.
(to) 42a	Seattle, Wash.	Maybell Story	Labor Temple	May Duffy	Labor Temple	Labor Temple	2d & 4th Thurs.
(to) 44a	Portland, Oregon.	Violet Fleck	P. O. B. 644.	Vera Epling	P. O. B. 644.	386½ Wash'ton St.	Every Thurs.
(to) 45a	Miles City, Mont.			Adelia O. Knudtson	512 Washington St.		
(to) 48a	Spokane, Wash.	Marie Harms	P. O. Box 1777.	Myrtle Bott	Box 1777.		
(to) 50a	Terre Haute, Ind.	Ruth Butland	1706 N. 16th St.	Mabel Short	1910 3d Ave.	K. of P. Hall	1st & 3d Mon.
(to) 51a	Bakersfield, Calif.	Hazel Church	1106 Tulare St.	huez Axley	1207 K St.	Labor Temple	1st & 3d Tues.
(to) 52a	Los Angeles, Calif	Estelle Gatlin	320½ S. Daley St.	Mrs. Jeanette Biskey.	210 N. Louise St.	Roosevelt Hall	Every Thurs.
(to) 53a	Fresno, Calif.	Belle Buell	P. O. B. 350.	Bess Foote	P. O. B. 350.	Odd Fellows Hall	1st & 3d Tues.
(to) 54a	San Francisco, Cal.	Mathilda Matthai.	44 Page.	Maud Kazaka	642 Shotwell St.	Druids' Temple	Every Tues.
(to) 57a	Lewiston, Maine.	Anna Moore	6 Hunton Pl. Auburn.	Marion A. Tuttle	182 Oak St.	Sands Bldg	1st Tues.
(to) 61a	Santa Rosa, Calif.	Ester Barey	P. O. B. 437.	Elaine Shire	P. O. B. 437.	Labor Temple	1st & 3d Tues.
(to) 62a	Jacksonville, Fla.	Alpha Morrison	228 Victoria St.	Mary Barrett	308 Masonic Temp.	Labor Temple	Tuesdays.
(to) 64a	Waycross, Ga.	Phoebe Gooding	52 Tebau St.	Mrs. A. E. Courtema	165 Gilmore St.	Labor Hall	1st & 3d Tues.
(to) 65a	Providence, R. I.	Bertha Crocker	123 Bath St.	K. M. McGovern	99 Wash. St.	Swedish Hall	2d & 4th Mon.
(to) 68a	Manchester, N. H.	Bertha Carr	225 Grove St.	Gladys Cameron	405 Manchester St.	Hanover St.	Every Monday.
(to) 69a	San Bernardino, Calif.	Anna Huysing	924 Perris St.	Velma Conrad	453 H St.	Labor Temple	1st & 3d Fri.
(to) 71a	Portsmouth, N. H.	Mary Fullman	31 Wilbird St.	Florence Dernet	233 Dennett St.	Moose Hall	1st & 3d Wed.
(to) 72a	Greenfield, Mass.	Elizabeth Molscheit	Wells St.	Emma T. Kossbiel.	236 Davis St.	K. of P. Hall	1st Monday.
(to) 73a	Everett, Wash.	Jean Fassum	2101 Rock Ave.	Frances Rankin	2202 Pine St.	Labor Temple	1st Thursday.
(to) 74a	Houlton, Maine.	Verda Adams	140 Military St.	Leah Grant	Houlton, Me.	Woodman Hall	1st Wed.
(to) 77a	Vancouver, B. C.	K. Radcliff	1549 Grant St.	C. Molyneux	1329 13th Ave., E.	140 Pender St., W.	Every Thurs.
(to) 78a	Bloomington, Ill.	Geraldine McKeon	506 N. Allen St.	Marian Bell	537 W. Grove St.	Odd Fellows Hall	1st & 3d Wed.
(to) 79a	Brunswick, Ga.	Carrie Harper	Norwich St.	Mary Kline	507 First Ave.	Labor Temple	Sunday.
(to) 82a	Long Beach, Calif.	Sue Evens	548 Pine Ave.	Margaret Denton	3440 E. Anaheim Blvd.	Carpenter's Hall	2d & 4th Tues.
(to) 84a	Canal Zone, Pan.	Anna Quinn	Balboa, Oz.	Aynes K. Gibson	Cristobal, Canal Zone.	Lodge Hall	2d Sunday, 3d Friday.
(to) 88a	St. Paul, Minn.			Grace Hoye	512 Dakota Bldg.	Labor Hall	
(to) 92a	Ft. Wayne, Ind.	Irene Griebel	1904 Harrison St.	Anna Chandler	Russell Ave. R. R.	App's Hall	2d & 4th Fri.
(to) 94a	Shawnee, Okla.	Eva Mallicoat	223 N. Union St.	Lorine Bailey	No. Market St.	Fraternity Hall	1st & 3d Tues.
(to) 95a	Champaign, Ill.	Nellie Glick	407 W. Railroad St.	Marie Capps	207 W. Charles St.	Labor Hall	3d Thurs.
(to) 97a	Helena, Mont.	Bess Hegman	606 N. Benton St.	Elma Cram	1437 Butte Ave.	Eddy Hall	2d Mon.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Day
(to) 1012	Newport, R. I.	Mary Bloomer	28 Thurston Ave.	Jennie Carr	29 Ann St.	Maccabee Hall	2d & 4th Mon.
(to) 1032	Hartford, Conn.	Mary Cantley	6 Foote Guard Pl.	Cath. V. Shaw	600 Windsor Ave.		2d & 4th Thurs.
(to) 1052	Alton, Ill.	Mayme Schollmeier	427 E. 4th St.	Lucretia Hubner	18 State St.	Taphom Bldg.	1st & 3d Fri.
(to) 1062	Bellows Falls, Vt.	Mary Toomey	67 Main St.	Alice Hall	38 Green St.	American Bldg.	2d Friday.
(to) 1082	Hillsboro, Ill.	Robina Johnstone	538 S. Oak St.	Ruth Stockstill	1012 School St.	Brattleboro, Vt.	1st & 3d Mon.
(to) 1092	Rutland, Vt.	Margue'e Beardsley	29 E. Washington S	Mary Hanley	108 Franklin St.	Miners Hall	1st Friday.
(to) 1102	White Riv. Jct., Vt.	M. Ryan	67 Main St.	Mary Gee	129 S. Main St.	G. A. R. Hall	2d Friday.
(to) 1122	Eureka, Calif.	Wille A. Meivills	635 G. St.	Ethel Hill	1152 Myrtle Ave.	Carpenters Hall	Every Mon.
(to) 1132	Dover, N. H.	A. B. Spiller	Cushing St.	Gertrude Hitchins	11 Stark Ave.	Labor Hall	1st & last Mon.
(to) 1142	Granite City, Ill.	Gladys McGeever	2200 Missouri Ave.	Alpha Jones	2200 Missouri Ave.		2d Tuesday.
(to) 1152	Montpelier, Vt.	Josephine Thornton	Langdon St.	Dorothy Marrión	72 Miles St.	Worthen Bldg., No. Main.	Last Wed.
(to) 1162	St. Louis, Mo.	May Cullen	4461 Enright Ave.	Anna Keller	2221 College Ave.	Butlers Hall	2d & 4th Mon.
(to) 1172	Bennington, Vt.	Agnes Murphy	160 Beach St.	Mary E. Ryan	604 Gage St.	Y. W. C. Rm.	4th Fri.
(to) 1182	Martinez, Calif.	Ruth Miller	Pittsburg, Calif.	Zola Foothaker	Box 484 Antioch, Calif.		
(to) 1192	Calgary, Alberta	Catherine G. Cameron	2333 Fifth Ave., NW	Violet Cone	Suite 14, Belmont Apts.	Labor Temple	2d & 4th Mon.
(to) 1202	Stamford, Conn.	Ruth Cox	84 Myrtle Ave.	Helen O'Neill	56 Frank St.	Mechanics Hall	2d & 4th Mon.
(to) 1212	Grand Rapids, Mich.	Geraldine Jackson	840 Oakland Ave.	Lavern McNamara	549 Milwaukee Av. NW	A. O. H. Hall	
(to) 1222	St. Johnsbury, Vt.	Gladys Bigelow	13 Cherry St.	Mary Jane Carrier	15 St. Mary St.	40 Main St.	Last Mon.
(to) 1232	Galesburg, Ill.	Helen Jordan	967 W. Main St.	Mabel Steclar	1316 E. Losey St.	Trds. Asse'bly Hall	Every Fri.
(to) 1242	Rumford, Me.	Elizabeth Sweetair	532 Virgin St.	Bertha Buswell	Congress St.	K. of P. Hall	1st Wed.
(to) 1252	Nashua, N. H.	Jane Sexton	3 Chestnut St.	Grace Sullivan	40 Lake St.	K. of C. Hall	2d Monday.
(to) 1262	Atlanta, Ga.	Frances McNeal	117 E. 12th St.	Agnes Parker	44 Crew St.	Labor Temple	2d & 4th Mon.
(to) 1272	San Diego, Calif.	Anna Schaeffer	Amelia Apt.	Clare E. Baker	4616 Louisiana Ave.	Eagle Hall	Every Wed.
(to) 1292	Saginaw, Mich.	Marie Kast	909 Almira St.	Sara Ingram	130 S. Alexander St.	Machinists Hall	Every Mon.
(to) 1302	Newport, Vt.	Virginia Berry	11 Bayview Ave.	Margaret Squires	Clyde St.	I. O. O. F. Hall	Last Sat.
(to) 1312	San Jose, Calif.	Hortense Wood	315 Willow St.	Gertrude Bernhardt	469 S. 3d St.	Labor Temple	Every Tues.
(to) 1322	Hattiesburg, Miss.	Marie Callier	New Orleans St.	Mae Jacobs	441 Newman St.	K. of P. Hall	1st & 3d Tues.
(to) 1332	Vallejo, Calif.			C. H. Connor	Box 251		
(to) 1342	Cleveland, Ohio.			Minnie Polen	530 Permanent Bldg		
(to) 1362	Meridian, Miss.	Louise Sandusky	3815 8th St.	Gladys Smith	906 24th Ave.	Labor Temple	Every Mon.
(to) 1382	Gulfport, Miss.	Myrtle Daspit	P. O. B. 24	S. Rebecca Daspit	P. O. B. 24	Lang Hall	1st & 3d Wed.
(to) 1412	Amarillo, Texas.	Elsie McDaniel	702 Taylor St.	Mattie Crittenden	1801 Pierce St.	W. O. W. Hall	2d Thurs
(to) 1422	Sacramento, Calif.	Mary O'Neill	910 7th St.	Lillian Kintgren	910 7th St.	Labor Temple	1st & 3d Mon.
(to) 1432	Stockton, Calif.			Carrie Hampton	Box 141		
(to) 1442	Littleton, N. H.	Bertha Bormig	Woodsville, N. H.	Marion Weeks	Woodsville, N. H.	Littleton Ct. Rm.	3d Tuesday.
(to) 1472	Palestine, Texas.	Ida Mae Wedin	1116 S. Sycamore St	Laura B. Sullivan	P. O. Box 399	Labor Temple	2d & 4th Mon.
(to) 1492	Laurel, Miss.			Virgie Toler	404 14th Ave.		
(to) 1502	Youngstown, Ohio.	Rose McIntyre	Struthers, Ohio.	Anna Newsome	311 K. of C. Bldg.	K. of C. Bldg.	1st & 3d Thurs.
(to) 1522	Pana, Ill.	A. Hasenbiller	404 S. Oak St.	Ruth Toberman	712 Kitchell Ave.	5 W. Second St.	1st Thurs.
(to) 1532	Taylorville, Ill.	Marie Newman	1103 N. Prairie St.	Edith Turner	404 E. Park St.	W. Main & Cross Sts.	Every Thurs.
(to) 1542	Oklahoma, Okla.	Nora Carter	1414 S. Walker St.	Esther Pruce	912 E. 6th St.	Musicians Hdqtrs.	Tuesdays.
(to) 1562	Modesta, Calif.			Ethel Johnson	1017 7th St.		
(to) 1572	Miami, Fla.	Ray Olsen	1314 North River Dr	Nettie Lewis	220 Dann St.	Engs Hall	Tues.
(to) 1582	Reno, Nev.			Jennie Brown	212 N. Virginia St.		
(to) 1612	Bellingham, Wash.	Hazel Crawford	1901 34th St.	Lillian Sly	2711 Kudshaw St.	Donovan Bldg	Every 2d Mon.
(to) 1622	Thomasville, Ga.			Elizabeth Hall	1115 Seixas St.		
(to) 1662	Rock Island, Ill.	Helen Mohl	2525 5½ Ave.	Irene Gustafson	709 3d Ave.	Industrial Hall	2d Tues., 4th Monday.
(to) 1672	Huntington, Ind.	Thelma Lavengood	523 N. Jefferson St.	Lydia Hoffman	827 Willerson St.	2 E. Market St.	1st & 3d Mon.
(to) 1682	Punxsutawney, Pa.	Gretchen Hazen	114 Pleasant Ave.	Cora Pittman	Elk Run St.	I. O. O. F. Hall	2d & 4th Tues.
(to) 1692	Shelbyville, Ill.	Ruby Lindsay	2509 N. 3d St	Hazel Broyles	2211 S. 5th St.	Union Hall	Every Fri.
(to) 1702	Kalamazoo, Mich.			Ruth Saxton	1122 River St.	I. O. O. F. Hall	2d & 4th Tues.
(to) 1712	Richmond, Va.	C. Eva Bowles	1109 Decatur St.	M. E. Rowlett	2518 E. Grace St.	Junior Hall	1st & 3d Mon.
(to) 1732	Gillespie, Ill.	Ella Hastings	Staunton, Ill.	Ella Hastings	Staunton, Ill.		
(to) 1742	Kittanning, Pa.			Katheryn Heymers	Ford City, Pa.		
(to) 1752	Pasadena, Calif.	Bertha B. Mills	331 Elm Ave.	Blanche Brumagin	464 S. Broadway	Labor Temple	2d & 4th Tues.
(to) 1772	Drumwright, Okla.	Florence Martin	Gen. Delivery	Sster Clements	P. O. B. 1305	Trades Coun. Hall	1st & 3d Fri
(to) 1782	Carlinville, Ill.						
(to) 1792	Albany, Ga.			Clara Mintz	Tifton, Ga.		
(to) 1802	Tifton, Ga.			Hildegard Lindholm	1219 S. Broadway	Trades & Lab. Hall	Wed.
(to) 1812	Brainerd, Minn.	Daisy Sinclair	301 N. 10th St.				
(to) 1822	Laconia, N. H.	Margaret Killourhy	36 Dixon St.	Hazel Raymo	10 Hoyt Ct.		
(to) 1832	Concord, N. H.	M. Ethel Mulligan	1. Ahren Ct.	Flor. Cunningham	54 Church St.	Capitol Hall	2d Mon.
(to) 1842	Oil City, Pa.	Ruby Tuttle	401 N. Front St.	Ruth Hammond	1022 W. 1st St.	Cent. Labor Hall	2d & 4th Mon.
(to) 1852	Edmonton, Alta., Can.	Julia W. Burrell	9125 77th Ave.	R. G. Doucette	9825 100th St.	Ross Hall	2d Tues.
(to) 1862	Cos-hor-ton, O.	Margaret Williams	128 N. 2d St.	Nina Miller	412 N. 9th St.	Labor Temple	1st & 3d Thurs.
(to) 1872	Dodge City, Kas.	May Caffelt	505 Avenue B.				
(to) 1882	Lethbridge, Alta., Can.	Isabel McVean	1522 13th Ave. So.	Sarah Knaus	405 Sherlock Bldg.		2d Sunday
(to) 1892	Marion, Ill.	Anna Whitlock	West Frankfort, Ill.	Anna McCoy	301 N. Court St.	Mystic Hall	1st & 3d Sun.

CLASSIFIED DIRECTORY

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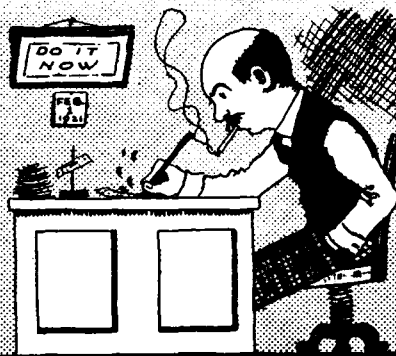


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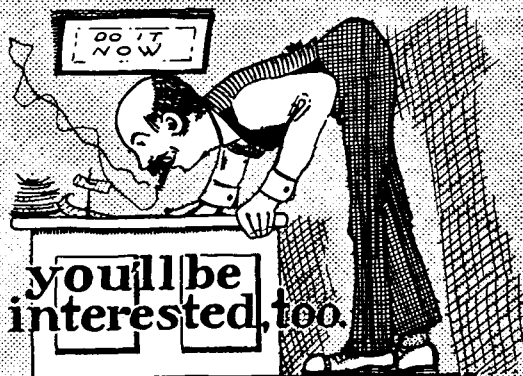
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